



ANNUAL
SUSTAINABILITY | 2024
REPORT

Our goal with this 2024 Annual Sustainability Report, which covers the period from January 1st to December 31st, 2024 is to communicate to our stakeholders and other interested parties **our efforts to transition to a sustainable future.**

ANNUAL SUSTAINABILITY REPORT

2024

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Section 1.0

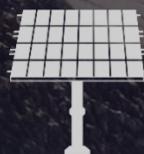
INTRODUCTION: GRUPO AEROPORTUARIO DEL SURESTE S.A.B. DE C.V.





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1.1 OUR SUSTAINABILITY PERFORMANCE IN 2024



3,326,394 kWh

CLEAN ENERGY GENERATED IN SITU

▲ +32% vs. 2023



17.5%

REDUCTION IN REFUSE GENERATED IN MEXICO COMPARED TO 2023



e.COBUS

ACQUISITION OF ELECTRIC BUSES TO TRANSPORT PASSENGERS ON APRON
Zero emission passenger service



71,319,272

RECORD NUMBER OF PASSENGERS

▲ +1.1% vs. 2023



36.4%

OF WOMEN ON OUR BOARD OF DIRECTORS



129,740 hours

STAFF TRAINING

▲ +26% vs. 2023



SCOPE 3 GREENHOUSE GASES INVENTORY

CALCULATION OF FIRST SCOPE 3 INVENTORY OF GREENHOUSE GASES



2024 GREEN AIRPORT RECOGNITION

AIRPORTS OF CANCÚN AND SAN JUAN PR



SUSTAINABLE SOCIAL INVESTMENT

78 PEOPLE FROM INDIGENOUS COMMUNITIES SUPPORTED THROUGH OUR PROGRAMME



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1.2 MESSAGE FROM OUR CEO

We are pleased to present the **2024 Annual Sustainability Report** of Grupo Aeroportuario del Sureste, S.A.B. de C.V.

As we do every year, we would like to share with you the progress we have made toward our sustainability objectives, as well as new challenges faced and commitments assumed as global conditions arise.

Some of the events that have taken place this year, such as volatility in exchange rates, inflation levels, and specific situations affecting the air transport industry, have made 2024 a year of challenges, learning opportunities, and growth for ASUR. Although our passenger traffic decreased by 4.7% in Mexico compared to 2023, Puerto Rico ended the year with a historical record and Colombia grew by double digits from one year to the next. This is a clear indication that the diversification of our business, together with operational excellence, have maintained not just the solidity of the Group but also our leadership in the industry. In difficult times where we must adjust to a new learning curve, we remain committed to achieving our company's goal of creating sustainable value for all our stakeholders.

On the road to sustainability, I am pleased to share that 2024 has been a year of consolidation, in which we have taken significant steps toward attaining our environmental, social and governance (ESG) goals. Below are some of these initiatives.

We remain committed to our program of sustainable social investment, as we are confident that when our communities prosper so does our business. In 2024, we replicated our main program in a third indigenous community in Yucatan, and added the target populations of young people and women who want to begin economic activities in their communities. This year 78 people were provided with training to impart essential employability skills in sustainable tourism, which is 59% more than last year. All 78 of the people who received training are now working and have an income source based on tourism, and it is calculated that they have a total of 220 economic dependents who are also benefited.

In addition, for several years we have made public our commitment to contributing to the decarbonization of the air transport industry. With the foundation of our climate strategy, since 2023 we joined the SBTi initiative and have established objectives relating to carbon neutrality and, in the longer term, net zero emissions. We are therefore aware that our impact is not only associated with our direct operations, and this year we began to include our value chain in our climate strategy, resulting in our first Scope 3 inventory for carbon emissions relating to the year 2023 in Mexico.

We are aware of the enormous value that the biodiversity in the areas where we operate has not just for our Group, but also for the planet. This is therefore one of our top priority material areas and one on which we will place a great deal of focus. This year we began building long-term alliances with global organizations, with whom we hope to collaborate on conserving the emblematic species of the southeast of Mexico, as well as contributing to the protection of natural habitats intended to conserve and restore ecosystems.

This year, one of our trusted Board members retired. We would like to thank him for the invaluable contribution he has made to the company over many years. To strengthen our commitment to our Equality, Diversity and Inclusion Policy, the appointment of a woman to the Board has been proposed to the Annual Shareholders' Meeting. If approved, we will be achieving one of the gender targets we have set ourselves with a 36% female Board of Directors, and 57% of our Board will be independent.

We are of course aware that this is a process and, as an airport operator in Latin America, we still have challenges and areas of opportunity that must be tackled. We also believe that these initiatives, in conjunction with a clear understanding of our risks and opportunities, will help us to continue building trust with our stakeholders as well as creating change in the way of doing business as usual.

This report represents a distillation of the efforts of all our associates and, reflecting on the results we achieved this year, all that remains is for me to thank them, as well as the communities we serve, our shareholders, our allies, and everyone else who has accompanied us on our journey to sustainability.

Finally, as we enter 2025 with new social, economic, and environmental challenges, I would like to reiterate my invitation in the broadest terms possible to continue working together and creating alliances for the construction of a more resilient, fairer, and more sustainable society.



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1.3 ABOUT THIS REPORT

ASUR’s Annual Sustainability Report **consolidates the work we are doing in the environmental, social and governance (ESG)** matters that are material for the Group and our stakeholders. Unless expressly stated otherwise, the information presented in this report corresponds to the period between January 1st, 2024, and December 31st, 2024, and covers ASUR’s operations in Mexico, Puerto Rico and Colombia.

This report has been designed in accordance with the:



Global Reporting Initiative (GRI) and the corresponding sector supplement for the airport operating industry,

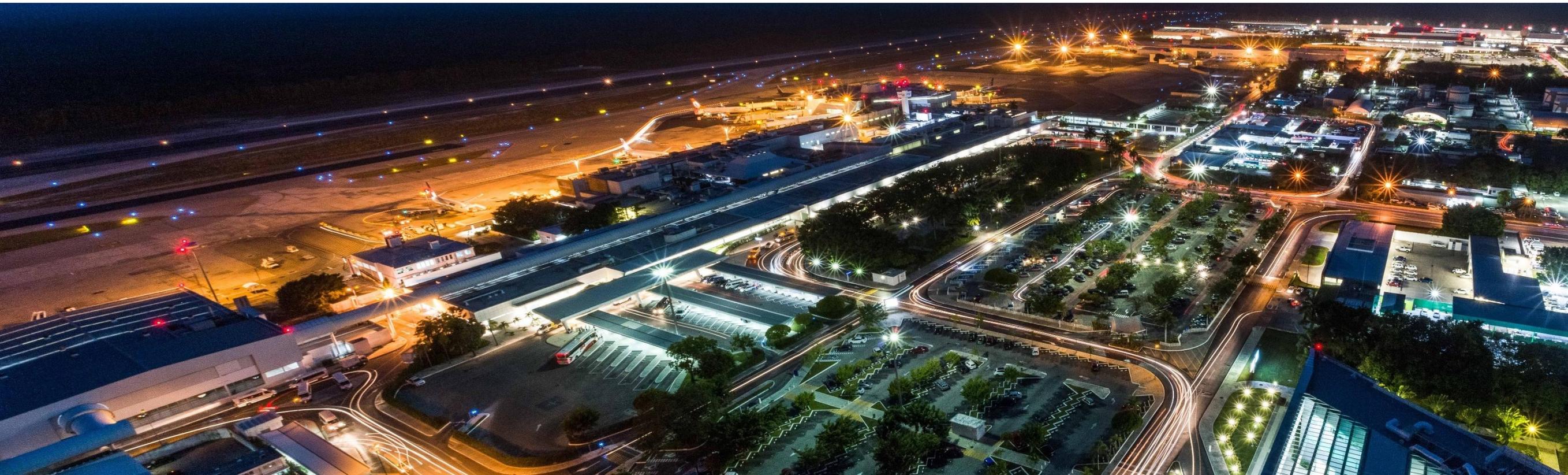


Recommendations of the **Task Force on Climate-Related Financial Disclosures (TCFD)**.



We also include the indicators of the **Sustainability Accounting Standards Board (SASB)**, under whose classification ASUR belongs to the professional and commercial services sector.

The indices relating to these reporting frameworks can be found in section 6 of the report. ASUR prepares and publishes sustainability reports on a yearly basis. They are available for consultation at www.asur.com.mx. At this time, it is not company policy to seek external assurance of our Annual Sustainability Report.





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1.4 GENERAL DESCRIPTION OF THE COMPANY

Grupo Aeroportuario del Sureste, S.A.B. de C.V. ('ASUR', 'the company', 'the Group', 'the business', 'the organization' or 'us') is an airport operator based in Mexico City. With 2,160 employees and \$83.637 billion pesos in assets as of December 31st, 2024, ASUR is a leading international company that trades on the stock exchanges of Nueva York (NYSE: ASR) and Mexico City (BMV: ASUR). We currently have a portfolio of concessions to operate, maintain, and develop 16 airports in the Americas: nine in Mexico, six in Colombia and one in Puerto Rico.

Under the brand name ASUR, the company **operates nine airports in southeast Mexico**, located in the cities of **Cancún**, Cozumel, Huatulco, Mérida, Minatitlán, Oaxaca, Tapachula, Veracruz, and Villahermosa. Cancún Airport is the airport with the highest number of international in Latin America.

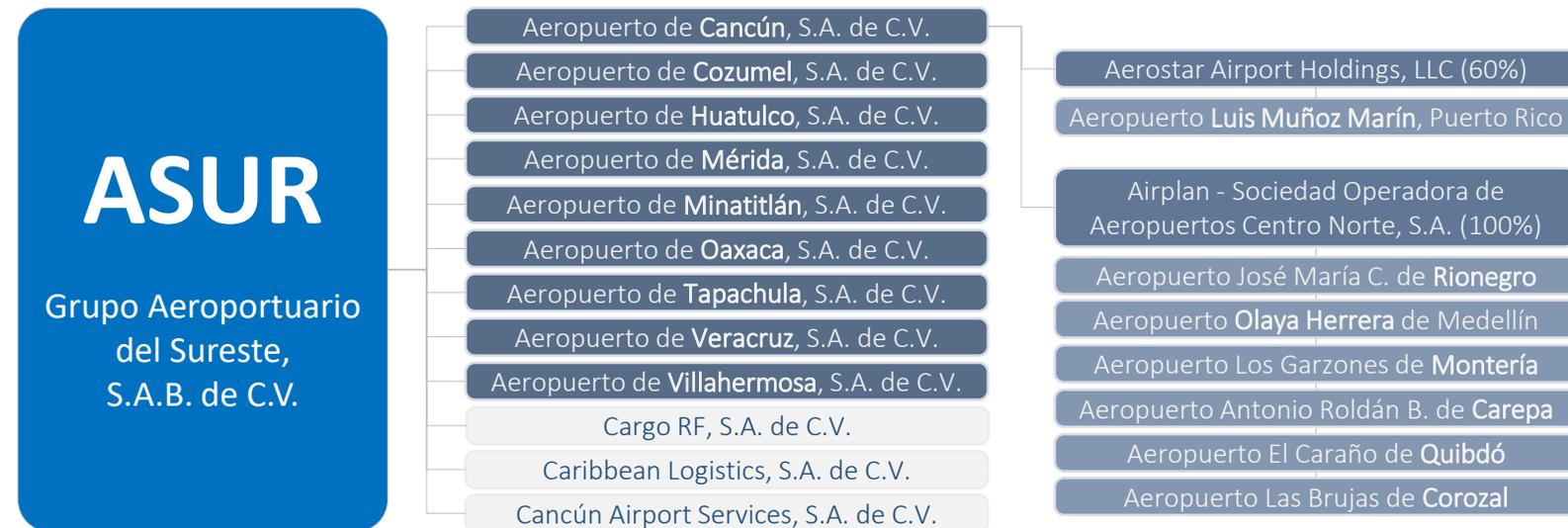
Via the wholly owned subsidiary Airplan, we also operate **six airports in northern Colombia**: the two airports that serve Medellín—José María Córdova Airport in Rionegro and Enrique Olaya Herrera Airport—as well as Montería, Carepa, Quibdó, and Corozal. The international airport at Medellín Rionegro is the second busiest in Colombia.

Finally, ASUR is also a 60% joint-venture partner in Aerostar Airport Holdings, LLC, **operator of the Luis Muñoz Marín International Airport serving San Juan, the capital of Puerto Rico**. San Juan's Airport is the island's primary gateway for international and mainland-US destinations and was one of the first, and is currently the only major airport in the US to have successfully completed a public-private partnership under the FAA Pilot Program.

As of the 31st of December 2024, our organizational structure may be summarized as follows: the concession for each of the nine Mexican airports of ASUR is held by an individual subsidiary of the holding company, Grupo Aeroportuario del Sureste, S.A.B. de C.V. The subsidiary Aeropuerto de Cancún, S.A. de C.V. holds a 60% stake in Aerostar, the operator of the main airport on the island of Puerto Rico, as well as a 100% stake in Airplan, which operates the six airports in Colombia. In addition, there are three other subsidiaries that provide freight-handling and commercial services.



Figure 1: STRUCTURE, HOLDING COMPANY AND SUBSIDIARIES





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BUSINESS ACTIVITIES

The company’s core business activity is to manage, maintain, and develop the infrastructure of its airports to ensure sufficient capacity for safe, efficient operations and a high standard of service.

In addition to the above, the company enters into agreements with external providers for a range of additional services, which may include complementary services for aircraft (such as baggage handling and ramp services) and commercial services for passengers (such as restaurants, shops and car rental, among other business lines).

The company’s aeronautical, complementary and commercial activities represent its three revenue streams. Consequently, there are facilities and personnel that, while located at ASUR’s airports, are not under the direct operational control of the company. These include all those corresponding to government agencies, complementary service providers and commercial concession holders mentioned above, as well as the facilities and staff members of the various airlines that operate out of the company’s airports.

To find out more about the history and operations of ASUR, please consult our Annual Financial Report for the year ending December 31st, 2024, available at: <https://www.asur.com.mx/informacion-financiera-page>



VALUE OFFER

One of the pillars of our sustainability strategy is innovation and customer focus. This includes fulfilling our responsibilities toward our clients and satisfying their expectations, which we achieve through a model of continuous improvement in the services we provide, innovation to offer more sustainable services, the communication of accurate and precise information relating to our services, and the minimization of the risks inherent to our operations.

To achieve a better understanding of our users’ perceptions and identify areas for improvement, we regularly carry out satisfaction surveys among the passengers that travel through our airports. These surveys measure service quality and the user experience. The results are independently analyzed, and historically we have achieved excellent scores. In 2024, we carried out passenger satisfaction surveys in our main Mexican airport, Cancún International Airport, which represents 73% of our Mexican traffic.

In addition, one of our short-term objectives is to upgrade our mechanisms for complaint management. Although we already have several channels where customers may send their feedback, our aim is to generate quantitative information to gain a better understanding of where to focus our improvement efforts.



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2024 OPERATING DATA

During the reporting period, no new airports were added to the company’s portfolio. The following major projects were carried for the future expansion of our infrastructure (main projects):

- Cancún Airport: reconstruction and expansion of Terminal 1, expansion of Terminal 4 and emergency and maintenance apron
- Oaxaca Airport: expansion of terminal building

In relation to these projects, the required environmental impact assessments were conducted and the appropriate mitigation measures were taken. In the case of Cancún Airport, for example, an agreement was entered into with the National Commission for Protected Natural Areas (CONANP) with an investment of \$11.5 million pesos to be used for the restoration of forests, jungle, and other natural habitats.

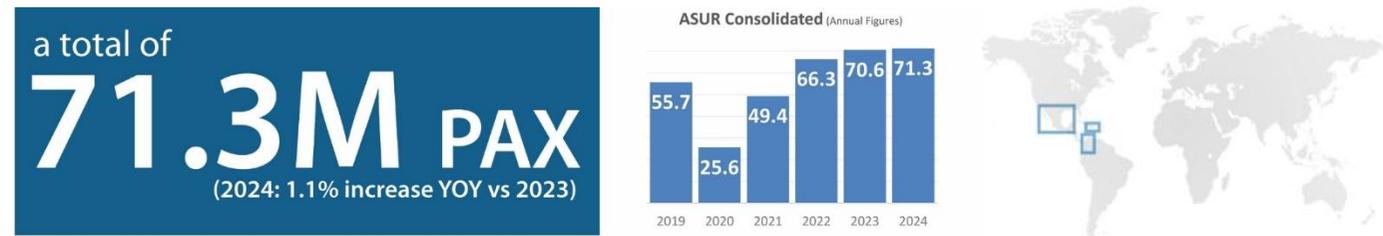
Our passenger figures in 2024 show a year-over-year increase of 16.2% in Puerto Rico, which reached a new historical record, and of 14.5% in Colombia. In the case of Mexico, various events throughout the year led to a decrease of 4.7%. Total passenger traffic in the Group as a whole increased year-over-year by 1.1%.

In the reporting year, 71,319,272 passengers (not including private aviation and transit passengers) traveled through ASUR’s airports in México, Puerto Rico and Colombia. Of this total number, 44,511,201 were domestic passengers and 26,808,071 were international passengers.

In 2024, Mexico represented 58% of total passenger traffic, Puerto Rico 19%, and Colombia 23%

Million of Passengers	Domestic Passengers	International Passengers	TOTAL Passengers
México	19.8	21.6	41.4
Puerto Rico	11.7	1.5	13.2
Colombia	13.0	3.6	16.7
ASUR TOTAL	44.5	26.8	71.3

Figure 2: 2024 OPERATING DATA



Mexico



9 airports
41.4M PAX
(2024: 4.7% decrease YOY vs 2023)

Puerto Rico



1 airport
13.2M PAX
(2024: 8.6% increase YOY vs 2023)

Colombia



6 airports
16.7M PAX
(2024: 11.8% increase YOY vs 2023)



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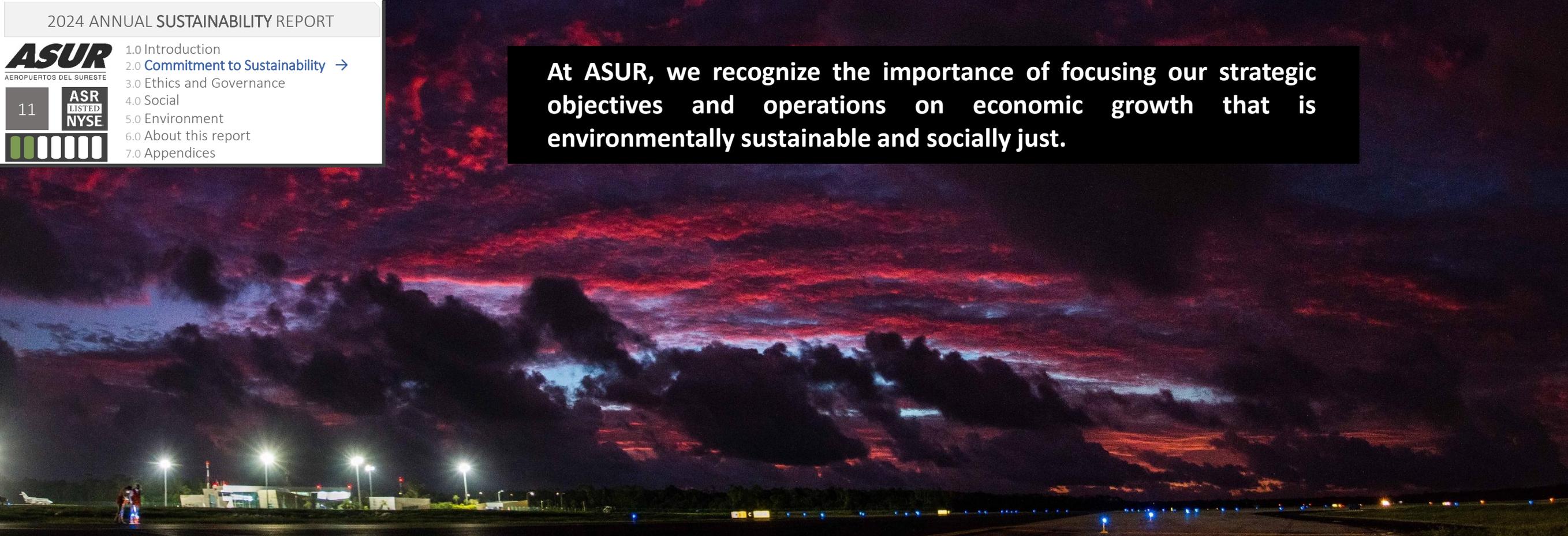
COMMITMENT TO SUSTAINABILITY



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At ASUR, we recognize the importance of focusing our strategic objectives and operations on economic growth that is environmentally sustainable and socially just.



Similarly, we recognize our responsibility to develop and incorporate new measures, initiatives and services that not only reduce our environmental footprint, but also contribute to the restoration of natural resources, promote social welfare, and respond to new worldwide challenges.

Our commitment is to create value for our stakeholders and for society at large through economic development based on sustainability, as well as ethical, mindful and transparent conduct, and accountability. Our contribution to sustainable development will be reflected in our day-to-day operations, in a process of evolution, continuous improvement and deliberation.

This year, thanks to the support of our stakeholders and allies, we have implemented actions that bring us closer to achieving our strategic ESG objectives. We recognize that we are in a process of transition toward a sustainable business model.

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SUSTAINABILITY GOVERNANCE

In 2022 our **Sustainability Committee** was created. This body supervises, assesses, and approves sustainability strategy, as well as monitoring and providing feedback on the progress toward the established goals. The Sustainability Committee reports directly to the Board of Directors, whose commitment to sustainability is formally stated in our Sustainable Development Policy. The latter policy was developed and approved in 2023, becoming effective in 2024, and contains the company's principles and guidelines for action with regard to environmental protection, social justice, and economic prosperity.

The Chairwoman of the Sustainability Committee is a member of our Board of Directors, and at the operational level sustainability and social responsibility activities are the responsibility of the Strategic Planning and Corporate Governance Department.

REPORTING AND GLOBAL COMMITMENTS TO SUSTAINABLE DEVELOPMENT

We seek to participate in local and global frameworks, objectives and initiatives that go beyond our operations, and which allow us to consolidate our commitment to sustainable economic growth.

- Our sustainability strategy is in line with the 17 SDGs and contributes to achieving 65 specific targets
- United Nations Global Compact**
Mexican airports are signatories of **Global Compact** since 2005
- GRI** Empowering Sustainable Decisions
México: we implemented **GRI reporting standards** in 2008
- SCIENCE BASED TARGETS**
Committed to SBTi since 2023
First airport group in Mexico to join the initiative
- airport carbon accredited** OPTIMISATION
9 airports certified at level 3 under the ACA program; 1 airport in Puerto Rico certified at level 1 and in process of obtaining level 2
- EARTHCHECK**
Platinum Certification in Huatulco, and Silver Certification in Cozumel
EarthCheck Certified is the world's leading program for comparative assessment and science-based environmental certification in the travel and tourism industry.
- ISO 14001:2015**
9 airports in Mexico with environmental management systems
Certified under ISO 14001 standard
- DISTINTIVO S**
GARANTÍA DE SUSTENTABILIDAD MÉXICO
9 airports in Mexico with "Distintivo S" Certification endorsed by Mexican Ministry of Tourism
- CASA CALIDAD**
9 airports in Mexico with Environmental Quality Assurance Certification
From the Mexican Environmental Protection Agency (Profepa)

As part of our commitment to transparency, every year we provide information on our ESG performance and we are assessed by different international organizations. This allows us to identify areas of opportunity and, if necessary, shift our focus to new areas.

- CDP** DISCLOSURE INSIGHT ACTION
Questionnaire submitted for 5th year running
- S&P Global**
Questionnaire submitted for 12th year running
- SUSTAINALYTICS** ESG Risk Rating Low Risk
Assessed with **low ESG risk**
- MSCI ESG RATINGS** A
Rating of **A** in ESG risk and opportunity management
- 2024 INTEGRIDAD CORPORATIVA 500**
Number 194 in corporate integrity and anticorruption ranking, with 500 companies. **Score of 90.2**
- ESR**
Socially Responsible Company since 2008



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MATERIALITY

In 2024 we concluded our most recent **DOUBLE MATERIALITY ASSESSMENT** (financial and impact materiality).

This method of assessing double materiality provides us with :

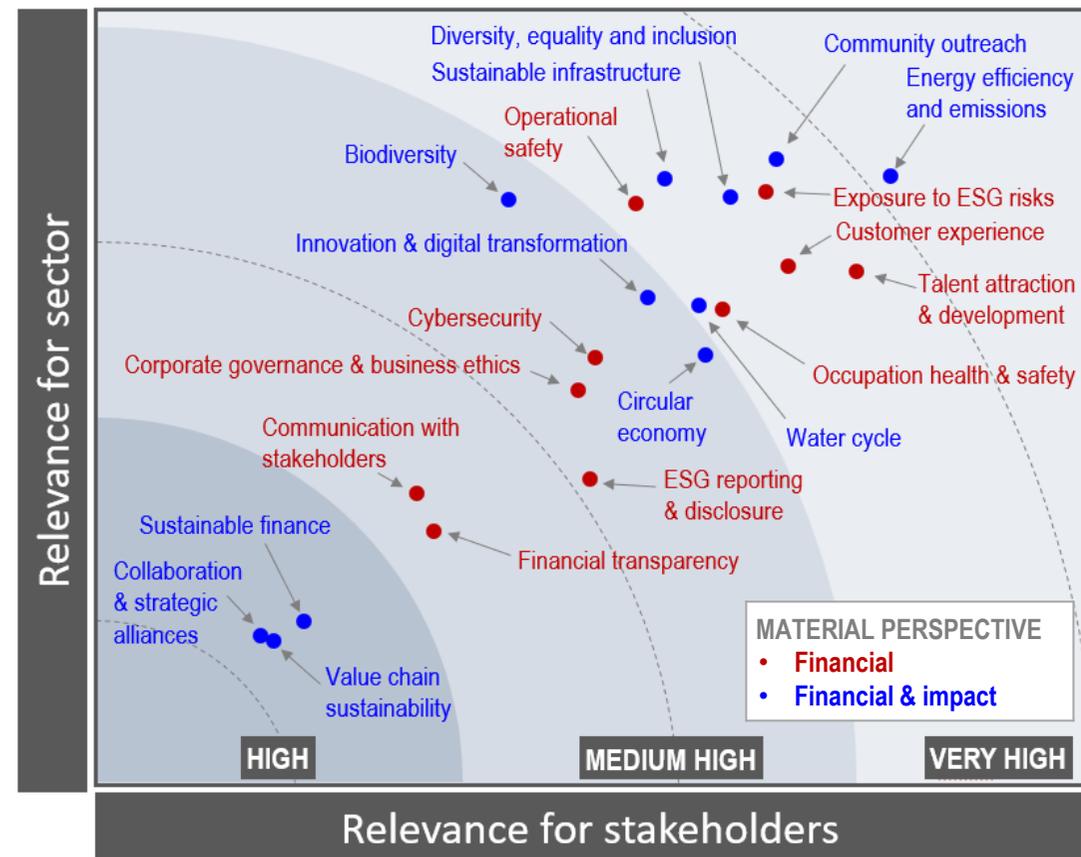
- a holistic understanding of the internal and external context of the company,
- allowing us to respond to the needs and expectations of the organization’s various stakeholders while maintaining compliance with regard to increasing regulatory requirements.

In particular, performing this assessment with the focus of double materiality has made it possible for us to **identify and prioritize ESG matters** that are significant for ASUR’s operations both from the standpoint of potential financial performance and/or because they may represent a significant risk for people or the environment.

As a result, we are presenting our double materiality matrix, where we have incorporated a new material matter into our sustainability strategy: sustainable infrastructure.

This assessment will be updated on a regular basis to ensure the relevance, feasibility, and appropriateness of our sustainability strategy

Figure 3: DOUBLE MATERIALITY MATRIX





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STRATEGY

As we have mentioned in previous reports, our sustainability strategy includes **7 central concepts: 2 environmental, 2 social, and 3 under governance.** It also covers 21 material matters, 17 Sustainable Development Goals and 65 specific targets.

ESG	ISSUE	Associated Material Matters	SDG Covered
ENVIRONMENT	ENERGY AND CLIMATE CHANGE	Energy efficiency and emissions	
	CONSERVATION OF NATURAL RESOURCES AND BIODIVERSITY	Biodiversity, sustainable infrastructure, circular economy, water cycle	
SOCIAL	WELLBEING OF INTERNAL AND EXTERNAL WORKERS	Value chain, talent attraction and development, occupational health and safety	
	WELLBEING OF OUR COMMUNITIES	Community outreach	
GOVERNANCE	GOOD CORPORATE GOVERNANCE AND FAIR BUSINESS PRACTICE	Exposure to ESG risks, cybersecurity, corporate governance and business ethics, innovation and digital transformation, ESG reporting and disclosure, financial transparency, communication with stakeholders, strategic collaborations and alliances, sustainable finance	
	PROMOTION OF HUMAN RIGHTS	Diversity, equality and inclusion	
	INNOVATION AND CLIENT FOCUS	Customer experience, operational security	

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PROGRESS TOWARD OBJECTIVES IN 2024

2024 has been a year of **significant progress in our sustainability strategy**, as we have implemented a series of initiatives that bring us closer to achieving our short- and long-term objectives. As part of this transition, there are still projects, alliances, and investments to be undertaken and our commitment is to provide annual communication of our progress and degree of compliance with each of the goals we have set ourselves, as well as any other material matters that we need to address. We present a summary of our most significant achievements in 2024 for each objective. More detailed information can be found in each of the relevant sections of this report.



ENVIRONMENT

ESG / ISSUE	OBJECTIVES AND TIMELINE / <i>SPECIFIC SDG TARGETS</i>	2024 HIGHLIGHTS
ENERGY AND CLIMATE CHANGE SDG 7, 9, 12, 13, 17	Definition of our strategy to adapt to and mitigate climate change in the long term (2023) <i>Specific targets 13.1, 13.b</i>	Strategy developed in 2023, approved by Sustainability Committee in 2024
	Achieve carbon neutrality in all airports operated by ASUR (2030) <i>Specific targets 7.b, 12.2</i>	Acquisition of electrical vehicle fleet in Cancún Airport Reinforcement of Group's climate strategy
	Obtain 95% of energy from clean, renewable sources (2030) <i>Specific targets 7.a, 7.2, 9.1, 9.4, 12.2</i>	Startup of solar panels in Huatulco and Tapachula
	Operate with net zero emissions, including our value chain (reduce emission by at least 90% and neutralize residual emissions) (2050) <i>Specific targets 12.2, 17.6, 17.7</i>	Mapping and documentarian of Scope 3 emissions in 2024 in Mexico
NATURAL RESOURCES AND BIODIVERSITY SDG 6, 9, 11, 12, 13, 14, 15, 17	Definition of our strategy for long-term environmental conservation and restoration (2024)	Strategy developed in 2024, to be presented to Sustainability Committee in 2025
	Water resources: Implement initiatives to capture and use rainwater, to minimize use of water from wells or other supplies Increase volume of water treated, recycled and discharged into bodies of water (2030) <i>Specific targets 6.3, 6.4, 9.1, 9.4, 12.2</i>	Projects under way in several airports to install rainwater capturing systems to reduce extraction from underground sources
	Waste: implement recycling projects based on principles of circular economy with the long-term aim of sending no refuse to landfills (permanent) <i>Specific targets 9.4, 12.2, 12.5</i>	Implementation of circular economy projects to increase annual volume of recycled waste products
	Noise: calculate noise map at least once every five years (permanent) <i>Specific targets 9.1, 9.4, 11.3, 11.6</i>	Updated noise map prepared for each airport in Mexico using new software system
	Contribution to restoration of ecosystems and conservation programs in areas where we operate, in alliance with specialist organizations (permanent) <i>Specific targets 6.6, 11.4, 14.2, 15.1, 15.5, 15.7, 15.a, 15.c, 17.6, 17.7</i>	Alliance building with organizations specialized in conservation of biodiversity and development of sustainable resources for communities
Support research, education, promotion and awareness campaigns for environmental protection within and outside the organization (permanent) <i>Specific targets 9.5, 11.4, 12.2, 12.a, 13.3, 15.7, 15.c</i>	Training courses relating to environmental issues for employees, 2,190 hours in 2024	

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SOCIAL		
ESG / ISSUE	OBJECTIVES AND TIMELINE / SPECIFIC SDG TARGETS	2024 HIGHLIGHTS
WELLBEING OF INTERNAL AND EXTERNAL WORKERS	Develop and implement opportunities for training and schooling among employees, gradually increasing the number of training hours (permanent) <i>Specific targets 4.3, 4.4, 10.2</i>	26% increase in number of training hours throughout the company 'Mi Campus ASUR' online platform logged 978 training hours in Mexico Investment in Mexico of \$8.6 million in staff development
	Develop mechanisms that allow women to access management and STEM positions Increase the number of women in our workforce (permanent) <i>Specific targets 5.1, 5.5, 10.2</i>	Equality, diversity and inclusion policy effective in 2024 44% of all new hires in 2024 were women
	Establish mechanisms to monitor our value chain in ESG matters (2025) <i>Specific targets 8.5, 10.2, 10.3</i>	In 2024 we began establishing mechanisms to ensure cooperation with value chain, specifically for calculation of Scope 3 GHG emissions
	Implement mechanisms to reinforce the culture of safety and security for all in the organization's facilities (permanent) <i>Specific targets 8.8, 3.4, 3.d</i>	80,638 training hours in Mexico relating to safety and security Participation in and development of Safety Week and Hurricane Seminar events
	Develop and systematize programs that strengthen emotional and physical health of employees (permanent) <i>Specific targets 8.5, 8.8</i>	Organization of 2024 Safety Week
	Develop mechanisms to increase diversity and inclusion among internal and external employees (permanent) <i>Specific targets 8.5, 10.3</i>	Equality, diversity and inclusion policy effective in 2024
ACTIVE PARTICIPATION IN COMMUNITY DEVELOPMENT	Definition of our long-term social investment strategy (2023)	Definition of long-term social investment strategy completed in 2024
	Implement initiatives to promote sustainable economic development in the communities where we operate, based on social analysis of the needs of these areas (permanent) <i>Specific targets 8.6, 8.9, 1.4, 1.5, 2.3, 4.4, 4.5, 4.7, 5.a, 8.3, 10.2, 12.2, 12.b, 15.a, 17.16, 17.17</i>	Social investment program scaled up to three indigenous communities in 2024, providing direct support for 78 people and indirect support for 220 economic dependents
	Allot at least between 0.2% and 0.3% of EBITDA from previous year for social investment in socially profitable projects that benefit local communities (2030) <i>Specific targets 1.4, 1.5, 1.a, 8.3, 10.2, 15.a</i>	Sums allocated to sustainable social investment program increased in 2024 Construction of new alliances under way, with environmental and social goals



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PROGRESS TOWARD OBJECTIVES IN 2024

2024 has been a year of **significant progress in our sustainability strategy**, as we have implemented a series of initiatives that bring us closer to achieving our short- and long-term objectives. As part of this transition, there are still projects, alliances, and investments to be undertaken and our commitment is to provide annual communication of our progress and degree of compliance with each of the goals we have set ourselves, as well as any other material matters that we need to address. We present a summary of our most significant achievements in 2024 for each objective. More detailed information can be found in each of the relevant sections of this report.



GOVERNANCE

ESG / ISSUE	OBJECTIVES AND TIMELINE / <i>SPECIFIC SDG TARGETS</i>	2024 HIGHLIGHTS
GOOD CORPORATE GOVERNANCE AND FAIR BUSINESS PRACTICE SDG 5, 8, 9, 11, 12, 15, 16, 17	Incorporate sustainability into the formal mission and vision of the organization (2024)	Mission and vision presented to Sustainability Committee in 2024, to be approved 2025
	Develop and implement the following policies: Sustainable Development Policy; Equality, Diversity and Inclusion Policy (2023) <i>Specific targets 8.4, 8.5, 5.1, 9.2, 11.4, 11.7, 12.2, 15.1</i>	Policies approved in 2023, entered into effect in 2024
	Transparency and accountability: establish mechanisms for the regular, responsible disclosure of all ESG information that might affect shareholders (permanent) <i>Specific targets 12.6, 16.5, 16.6, 17.9, 17.19</i>	Constant communication was maintained with investors in 2024, principally through press releases
	Continue to strengthen measures to favor diversity on Board of Directors (permanent) Increase percentage of women on Board to 35% (2030) <i>Specific targets 5.1, 5.5</i>	Equality, diversity and inclusion policy in effect since 2024
INNOVATION AND CLIENT FOCUS SDG 17	Develop and implement mechanism to monitor clients' satisfaction with our services on a regular basis (permanent)	Customer satisfaction surveys were carried out at Cancún Airport throughout the year, with score of 4.06 out of 5.00
	Implement complaint management mechanisms that generate quantitative data (2025) <i>Specific targets 17.19</i>	Quantitative data currently being compiled of complaints received via internal reporting system
PROMOTION OF HUMAN RIGHTS SDG 5, 8, 16, 17	Creation of alliances with private and humanitarian organizations to promote human rights within and outside the company (2025) <i>Specific targets 8.7, 5.2, 16.2, 17.16, 17.17</i>	Continued alliance with UNICEF, contributing to protection of human rights of children and adolescents
	Implement research, promotion and awareness initiatives (permanent) <i>Specific targets 16.7, 17.16, 17.7</i>	In 2024, in collaboration with National Human Rights Commission, campaigns were carried out to prevent human trafficking using printed materials
	Mitigate company's human rights risks and ensure the timely remediation of negative impacts, if applicable (permanent) <i>Specific targets 16.7, 17.19</i>	14 reports were received of possible non-compliance with company's Code of Ethics, 100% of cases resolved according to due diligence procedures



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Section 3.0

ETHICS AND GOVERNANCE

At ASUR, ethical and transparent conduct is the foundation for the growth of our business and the trust we have built together with our stakeholders. It is also a key factor in the development of our sustainability strategy.

We therefore place special emphasis on good corporate governance practices, which are based on broad policies and our corporate governance structure, including our Sustainability Committee.

During 2022, in line with our short-term strategic objectives for corporate governance, a succession plan was established for the company's board members and executive officers. The plan is intended to ensure continuity in the company and normal operations, with no interruptions or irregularities, in the event that one of the key members or our team leaves their position for whatever reason.

Similarly, in accordance with the objectives established, in 2023 we developed our Sustainable Development Policy, and our Equality, Diversity, and Inclusion Policy, which is intended to favor gender diversity on our Board of Directors. Both policies became effective as of January 1st, 2024.



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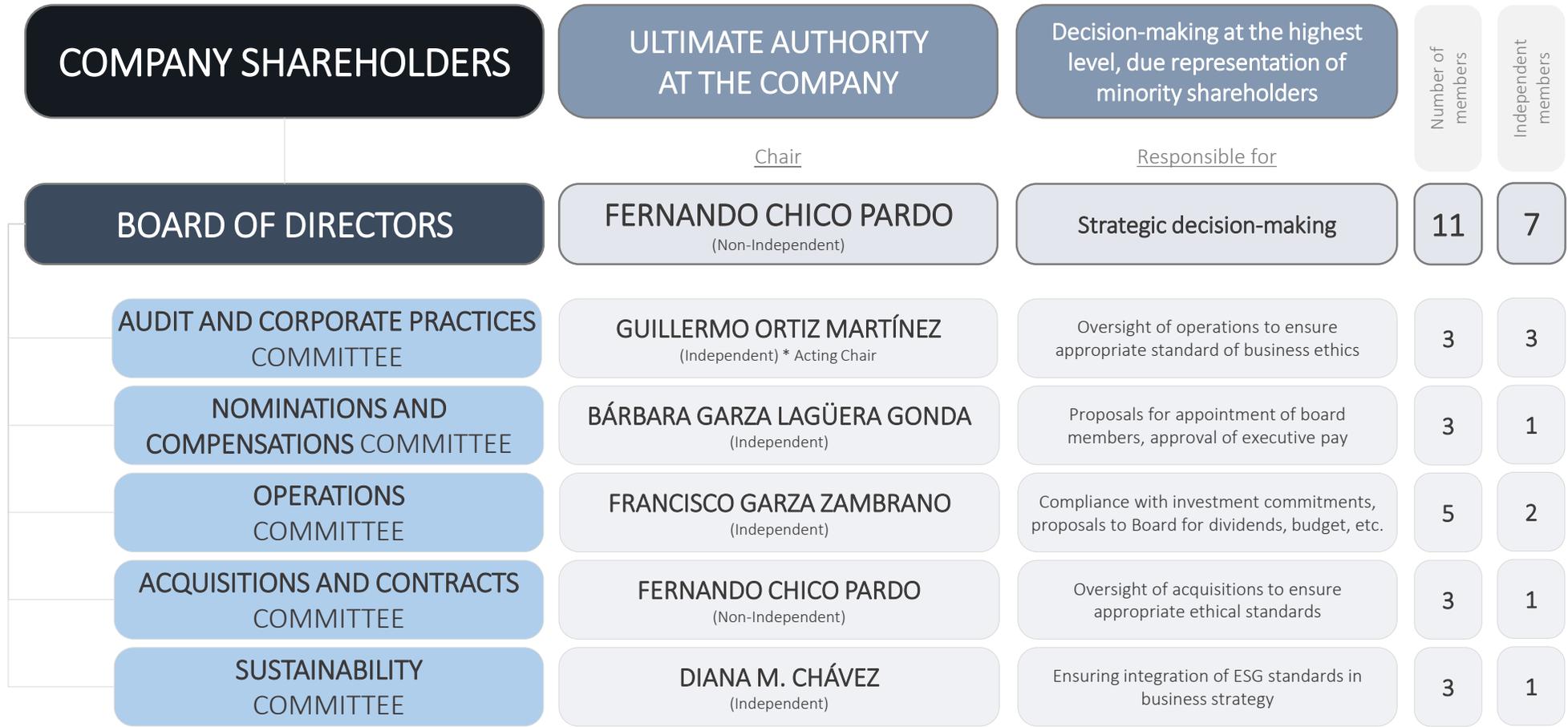


CORPORATE GOVERNANCE AND ESG OVERSIGHT

As a company that is publicly traded on the stock markets of both Mexico City and New York, ASUR adheres to a strict set of regulations in its corporate-governance practices. The information disclosed in this section of the Annual Sustainability Report is in accordance with the Global Reporting Initiative framework, GRI Reporting Standards 2-9 through 2-20.

Our Board of Directors is made up of a majority of independent members, our Audit Committee is made up entirely of independent members and our other corporate-governance bodies all have varying degrees of independent oversight.

Figure 4: SUMMARY OF CORPORATE GOVERNANCE STRUCTURE OF ASUR



As we continue to navigate our ESG context and make progress toward our strategic objectives, oversight and evaluation of sustainability matters takes places on multiple levels and within different corporate governance bodies.



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SHAREHOLDERS' ASSEMBLY

In accordance with Mexican law, ASUR's shareholders represent the highest authority in the company.

Shareholders' meetings are held on at least an annual basis, in order to vote on the most important issues such as dividend payments and other matters that require shareholder approval by law. The company adheres to the provisions of the Mexican Securities Market Law in all matters concerning calls to assembly, the required quorum for shareholders' meetings to be held, minority shareholders' rights, and the matters to be discussed at ordinary and extraordinary meetings, as applicable.

The company's shares are divided into two classes:

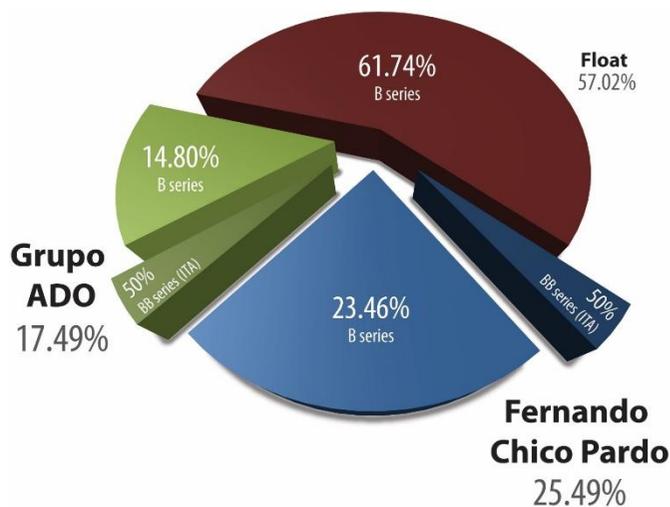
- the B Series shares (92.35% of total capital stock), which are publicly traded on the stock markets of Mexico City and, in the form of American Depositary Shares, or ADSs, New York; and
- the BB Series shares (7.65% of total capital stock), which are held by ITA, the company's strategic partner.

Under the privatization scheme established by the federal government in 1998, ITA is required to provide technical assistance to the company based on specialized knowledge of airport operations, in areas such as infrastructure planning, operational capacity planning, and passenger forecasting, among others.

In accordance with the company's bylaws, all B Series and BB Series shares represent one vote at shareholders' meetings. There are no non-voting shares. Any shareholder or group of shareholders representing at least 10% of the company's capital stock has the right to convene a shareholders' meeting at any time, irrespective of share class, and may also postpone voting on any matter that they consider themselves insufficiently informed on. Shareholders representing 20% of the company's capital stock may also take legal action to contest the resolutions of shareholders' meetings.

The BB Series shares confer a series of special rights on the strategic partner, including the right to propose candidates to the Board of Directors for the position of Chief Executive Officer, as well as to appoint other members of the company's management and corporate governance team, and to exercise a veto right on certain matters such as the dissolution of the company and increases or decreases in capital stock, among others.

The company takes steps to ensure that the participation of minority shareholders in shareholders' meetings is facilitated, mainly by issuing proxy forms to financial institutions that are used to obtain the voting instructions of shareholders that may not be able to attend the meetings in person.



Aggregate Amount Beneficially Owned by Each Reporting Person, according to the latest information available.



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BOARD OF DIRECTORS

The Board of Directors reports to the company's shareholders, and is in turn reported to by five different committees:

- the Audit and Corporate Practices Committee,
- the Nominations and Compensations Committee,
- the Operations Committee,
- the Acquisitions and Contracts Committee, and
- the Sustainability Committee.

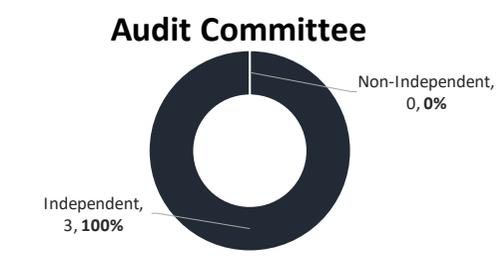
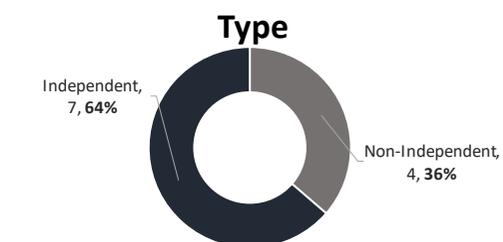
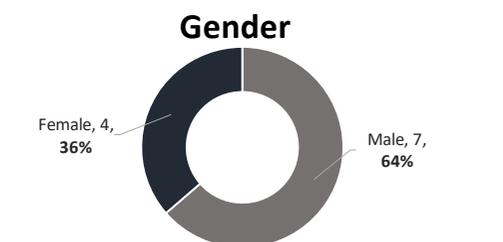
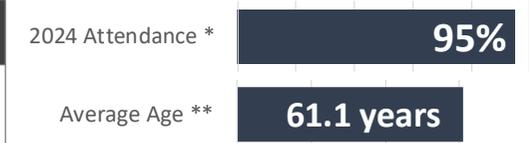
The Board of Directors is responsible for **making strategic decisions** regarding the company's business operations. To do so, it receives reports from the company's top management and corporate governance committees regarding such matters as the company's financial performance, passenger figures, operations, compliance with investment commitments, and other important matters.

On a yearly basis, the Board submits a report regarding its own activities and performance for the evaluation of the company shareholders.

Among our long-term strategic objectives for the Board of Directors, we aim to increase diversity in its composition with the goal of attaining at least 35% of women among its members, and reduce 'overboarding'.

BOARD MEMBER PROFILES

Board Member ↓	Type	2024 Attendance	Gender	Age	Member Since	AUD	OPS	N&C	A&C	SUST
FERNANDO CHICO PARDO CHAIRMAN OF THE BOARD OF DIRECTORS	P	100%	M	73	2005		X	X	C	
DIANA M. CHÁVEZ VARELA Specialized in ESG & International Relations	I	100%	F	53	2021					C
PABLO CHICO HERNÁNDEZ	P	100%	M	40	2021		X			
RASMUS CHRISTIANSEN Specialized in Airport Operations	I	100%	M	73	2007		X		X	
BÁRBARA GARZA LAGÜERA GONDA Specialized in Commercial Operations	I	75%	F	65	2020			C		
FRANCISCO GARZA ZAMBRANO Specialized in Infrastructure Construction Sector	I	100%	M	69	2001	X	C			
GUILLERMO ORTIZ MARTÍNEZ Specialized in Economics & Financial Expert	I	100%	M	76	2010	C,E				
AURELIO PÉREZ ALONSO	P	100%	M	53	2012				X	
JOSÉ ANTONIO PÉREZ ANTÓN	P	100%	M	52	2012		X	X		
ISABEL PRIETO PRIETO Specialized in Finance & Education	I	N/A	F	58	2025	X				
HELIANE MARIE LUISE STEDEN Specialized in U.S. Regulatory Framework	I	75%	F	60	2021					



Board Members listed in alphabetical order (family name), except Chairman in first place; % attendance to sessions of Board in 2024; **Type:** N = Non-Independent | I = Independent; **Gender:** F = Female | M = Male; **Committees:** AUD = Audit & Corporate Practices Committee | OPS = Operations Committee | N&C = Nominations & Compensations Committee | A&C = Acquisitions & Contracts Committee | SUST = Sustainability Committee; **Members:** C = Chair | X = Member | E = Financial Expert

* % attendance to sessions of the Board of Directors during the year 2024, excluding Ricardo Guajardo Touché and Isabel Prieto Prieto; ** Average age calculated as of March 2025, including Isabel Prieto Prieto.



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BOARD MEMBER PROFILES

Board Member ↓	PROFILE
FERNANDO CHICO PARDO PRESIDENTE DEL CONSEJO DE ADMINISTRACIÓN	Appointed to the Board of ASUR by ITA, the Company's Strategic Partner, and represents the BB series of shares. He is the founder and President of the private investment banking enterprise Promecap, S.C., and Co-President of the port and rail operator Carrix, Inc. Previously, Mr. Chico Pardo has been partner and Acting CEO of the banking institution Grupo Financiero Inbursa, S.A. de C.V. (Mexico), a member of the United Nations Joint Staff Pension Fund Standing Committee, a member of the Board of the United Nations Global Compact, President of the Iberoamericana University Endowment Fund, and Mexico Representative for Standard Chartered Bank (London). Mr. Chico Pardo has also been on the Boards of Directors of Grupo Financiero Inbursa, BBVA Bancomer, Condumex, Grupo Carso, Sanborns Hermanos, Sears Roebuck de México, Bombardier, Proactiva México, and Grupo Posadas de México.
DIANA M. CHÁVEZ VARELA	Has extensive experience leading multi-stakeholder programs focused on sustainable development. She served as Vice-Chair of UNITAR's Board of Trustees and directed the UN Global Compact's Regional Center for Latin America and the Caribbean. Additionally, she has led foreign investment projects in emerging economies and was the first woman to chair the UN Forum on Business and Human Rights. Her career spans sustainability, diplomacy, and international mergers. She holds degrees in English literature, national security, negotiation, international relations, and business administration.
PABLO CHICO HERNÁNDEZ	Graduated from the Iberoamericana University in Mexico City with a degree in Business Administration, and obtained an MBA at Southern Methodist University in Dallas, TX, specialising in Finance and Entrepreneurship. He has worked for Promecap, S.C., and for Prudential Bank Mexico, where he was in charge of a US\$100M fund that was indexed to the Mexican Stock Exchange. He currently works for SSA Marine, a marine and rail transport logistics company based in Seattle, WA.
RASMUS CHRISTIANSEN	Previously the CEO of Copenhagen Airports International A/S. Prior to that he was the Vice President of Copenhagen Airports International A/S, Director of Development and Acquisitions at Copenhagen Airports International A/S, Director of an import/export concern based in Hungary, Vice President of Dolce International, International Hotel Development & Operations, and CEO of the Scanticon Conference Center. Mr Christiansen's current positions include board member of Copenhagen Airports International A/S and of Glostrup Park Hotel A/S.
BÁRBARA GARZA LAGÜERA GONDA	Graduated with Bachelor's and Master's Degrees in Business Administration from the Instituto Tecnológico y de Estudios Superiores de Monterrey. She is an active member of the board of directors of FEMSA, and Vice-Chair of the board of directors of Tec de Monterrey Mexico City. She is also a member of the following boards of art and charity associations: Fondo para la Paz, Museo Franz Mayer, Museo de Arte Contemporáneo de Monterrey, and chair of the Committee to Develop the FEMSA Collection.
FRANCISCO GARZA ZAMBRANO	Graduated with a degree in Business Administration from the Instituto Tecnológico y de Estudios Superiores de Monterrey and also has a Master's in Business Administration from Cornell University. He is a member of the boards of directors of Acosta Verde, Autlán, Cydsa, and RLH Properties. He is also on the boards and technical committees for the following non-profit institutions: the University of Monterrey, the Roberto Garza Sada Centre for Art, Architecture and Design of the University of Monterrey, the Bank of Mexico, and Nacional Financiera (NAFIN).

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BOARD MEMBER PROFILES

Board Member ↓	PROFILE
GUILLERMO ORTIZ MARTÍNEZ	Has been the President of BTG Pactual Latinoamérica and Chairman of the Board of Directors of Grupo Financiero Banorte. Previously, he was Governor of the Bank of Mexico for two terms, from 1998 to 2003, and from 2004 to 2009. From 1994 to 1997, he was Mexico's Public Finance Minister. Mr. Ortiz was the Deputy Public Finance Minister from 1988 to 1994. Prior to that, between 1984 and 1988, he occupied the post of Executive Director of the International Monetary Fund (IMF). From 1977 to 1984, he occupied positions as Economist, Deputy Manager and Manager at the Bank of Mexico's Department of Economic Research. Mr. Ortiz entered public service with the federal government as an Economist at the Planning and Budgeting Ministry. During 2009 he was employed as Chairman of the Bank for International Settlements based in Basel, Switzerland. He is currently on the boards of Orbis, Vitro and BTG Pactual.
AURELIO PÉREZ ALONSO	Deputy Chief Executive Officer of Grupo ADO since 2006, and has been a member of that company's Board of Directors since 2005. Before joining the Group in 1998, Mr. Pérez Alonso was a consultant for Arthur Andersen. Currently he is also the Chairman of the Board of Directors of CANAPAT (Mexico's National Chamber of Intercity and Tourism Transportation).
JOSÉ ANTONIO PÉREZ ANTÓN	As Chief Executive Officer of Grupo ADO, one of the largest inter-city bus companies in Mexico, he has broad experience in the transport industry in this country. Mr. Pérez has been a member of the Board of Directors of Grupo ADO since 2005. He has a degree in Industrial Engineering from the Anáhuac University and a Master's in Intermodal Transport from the University of Denver. Mr. Pérez Antón is currently an independent member of the board of directors of Santander México bank, and is also on the boards of the non-profit institutions CREO and the Mexican Business Council. He is also the Vice President of CANAPAT (Mexico's National Chamber of Intercity and Tourism Transportation), and is a Councillor at ITI (Intermodal Transportation Institute, based in Denver). He is also a member of the CCE (Mexico's Business Coordination Board).
ISABEL PRIETO PRIETO	Has degree in Economics from the Autonomous Technological Institute of Mexico and a master's in Public Administration from the John F. Kennedy School of Government at Harvard University. She is currently Country Manager for Mexico at Platzi, one of the largest online education platforms in Latin America which focuses on technology. She is on the boards of directors of the mining company Baramín and the provider of interconnection services Wiwi. Previously she held executive positions at the companies Oxio and Altán Redes, both in the telecommunications sector, the Canadian pension fund Caisse de Dépôt de Québec. She was also Country Manager for Lippincot & Margulies, and Associate Consultant for Banking Investments at J.P. Morgan and James D. Wolfensohn, Inc. she has worked as an advisor to the former Governor of the Bank of Mexico Agustín Carstens, and the former Mexican Minister of Finance Pedro Aspe. Ms. Prieto is the Chair of the Board of Trustees of Save the Children Mexico and Vice-chair of the Board of the Centre for Excellence and Innovation for Children's Rights and Opportunities (CEIDON). As of this date, she owns 177 B-Series shares in ASUR.
HELIANE MARIE LUISE STEDEN	Managing director at Merrill Lynch and a member of the company's flagship New York International Office. She joined Merrill Lynch in 1999, after working for Bankers Trust and Deutsche Bank. She is also on the Board of Trustees of the University of Southern California. While studying business administration at USC, Steden was a three-time All American women's tennis player, and went on to pursue a five-year professional career in tennis. Her endowed scholarship for the Women of Troy tennis program primarily goes to an international student-athlete.



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CORPORATE GOVERNANCE COMMITTEES

Committee	Chair	Responsible for
AUDIT AND CORPORATE PRACTICES COMMITTEE	GUILLERMO ORTIZ MARTÍNEZ (Independent) * Acting Chair	<p>The Audit and Corporate Practices Committee (“Audit Committee”) is responsible for verifying that the company has sufficient internal controls to ensure accurate financial reporting. It also performs the function of a Risk Committee, tasked with assessing and managing the risks to which the Company is exposed. This is done on the basis of regular risk-mapping activities, covering aspects such as financial information, areas of the company that may be vulnerable to fraud or other acts of corruption, information technology, and environmental and social issues, including climate-related risks and opportunities, among others. Once the company’s risks have been mapped in detail, courses of action are determined for them to be managed and the information is presented to the Audit Committee for discussion.</p> <p>The Audit Committee is also responsible for oversight of ASUR’s Code of Ethics. Pursuant to the Code of Ethics, ASUR has an internal reporting system that may be used by anyone to flag instances of abuse or corruption, or to report grievances relating to workplace matters. The system’s users have the option to submit reports anonymously or to confirm their identity. All such reports are completely confidential and are received directly by the Internal Auditing Department, which has the duty to investigate them and to report its findings to the Audit Committee. The Audit Committee ultimately reports to the Board of Directors and the company shareholders regarding the reports received and how the matters raised were resolved.</p>
NOMINATIONS AND COMP. COMMITTEE	BÁRBARA GARZA LAGÜERA G. (Independent)	<p>The Nominations and Compensations Committee is mainly responsible for the appointment of new Board and Committee members, as well as new executive officers in the top level of management in the company, or for presenting the corresponding proposals to the Company shareholders, as applicable. It also determines the level of compensation to be paid at these levels, based on performance assessments and market rates, and approves the performance parameters that will be used as the basis for assessment in the subsequent 12-month period.</p>
OPERATIONS COMMITTEE	FRANCISCO GARZA ZAMBRANO (Independent)	<p>The Operations Committee oversees key aspects of ASUR’s day-to-day business activities, including compliance with the investments that the company is required to make under its Master Development Programs. It also issues proposals and recommendations to the Board of Directors in relation to such matters as the company’s budget, and dividends, among others.</p>
ACQUISITIONS AND CONTRACTS COMMITTEE	FERNANDO CHICO PARDO (Non-Independent)	<p>The Acquisitions and Contracts Committee is responsible for ensuring that appropriate standards are adhered to in the process of acquiring the goods and services that the company needs to carry out its operations. Specifically, approval is required from the Committee for any acquisition or contract with a total value in excess of 400,000 US dollars, in one or more years; for extensions to existing contracts that represent an increase of more than 25% of the originally agreed timeframe or value; when a contract is put up for tender and a single bid is received, or when a contract is assigned directly and without tender to a given supplier, regardless of the contract value; and in cases when a contract is renewed with the same supplier on expiry.</p>
SUSTAINABILITY COMMITTEE	DIANA M. CHÁVEZ (Independent)	<p>The Sustainability Committee is the most recently created of ASUR’s governance bodies. It was established to respond to the need to address global challenges in economic, environmental and social matters, and to accelerate the reinforcement of a culture of sustainability at the highest levels of corporate governance in the company, in order to achieve sustained economic growth. The main duty of the Sustainability Committee is to support the Board of Directors and the organization in general in integrating sustainability and corporate social responsibility into the company’s long-term strategy. In general terms, its goal is to promote a balance between the financial performance of the organization and its contribution to sustainable development, defining sustainability strategy and how it is to be implemented; encouraging dialog and assessing the expectations of stakeholders; and evaluating the organization’s environmental, social and governance performance. The Chairwoman of our Sustainability Committee is also a member of the Board of Directors.</p>

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COMPOSITION OF CORPORATE GOVERNANCE BODIES

Board and Committee members are appointed in accordance with proposals presented by the Nominations and Compensations Committee, whose job it is to identify potential candidates, analyze their qualifications and expertise in the relevant strategic areas, and verify that they do not have any conflicts of interest with the company.

Once a possible candidate has been identified for each vacant position, and this person has expressed his or her agreement to be appointed, the proposal is submitted for approval by either the company shareholders or the Board of Directors, as applicable.

As of the date of publication of this report, the company’s Board of Directors is made up of 10 members, of whom three are women. The chairs of the Nominations and Compensations Committee and the Sustainability Committee are also female. By 2030, the company has set itself the objectives of increasing female representation on the Board of Directors to reach at least 35%; ensuring that board members do not participate in the boards of directors of more than four other companies; and imposing a maximum seniority of 10 years on the Board of Directors of ASUR.

In Mexico only, Board and Committee members are paid a fixed fee for each session they attend, which is proposed each year by the Nominations and Compensations Committee in line with market standards and is submitted for approval at the Annual General Meeting of the company shareholders. If approved by the shareholders, the corresponding fees are published along with the rest of the shareholders’ resolutions.

The aggregate sum paid out by the company to Board and Committee members is reported in the relevant section of the Annual 20-F Report submitted to the Securities Exchange Commission, and amounted to 8.7 million pesos in the year 2024. As of yearend 2024, the members of each corporate governance body received the following fees in Mexican pesos:

Board of Directors	\$90,000
Operations Committee	\$90,000
Nominations and Compensations Committee	\$90,000
Audit and Corporate Practices Committee	\$125,000
Acquisitions and Contract Committee	\$30,000
Sustainability Committee	\$45,000

Amounts in Mexican Pesos, approved by the 2024 Annual Shareholders Meeting of Grupo Aeroportuario del Sureste, S.A.B. de C.V.



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FREQUENCY OF SESSIONS AND ATTENDANCE RATE

As mentioned above, shareholders’ meetings are held on at least an annual basis. The Board of Directors, the Operations Committee and the Acquisitions and Contracts Committee hold four ordinary sessions per year, the Audit Committee holds five, the Nominations and Compensations Committee holds two, and the Sustainability Committee also holds two. The Board and committees may also hold an extraordinary sessions that are needed.

In 2024, the Company’s Board of Directors held four sessions, the Audit Committee held five sessions, the Operations Committee held four sessions, the Acquisitions and Contracts Committee held four sessions, the Nominations and Compensations Committee held three sessions, and the Sustainability Committee held two sessions. There was a 89% attendance rate at these meetings.

Figure 4: 2024 Attendance Rates for Each Member of ASUR Corporate Governance Bodies

BOARD MEMBER	Board of Directors	Audit Committee	Nominations Committee	Operations Committee	Acquisitions Committee	Sustainability Committee	TOTAL
Fernando Chico Pardo	100%		100%	100%	100%		100%
Pablo Chico H.	100%						100%
José Antonio Pérez A.	100%		100%	100%			100%
Aurelio Pérez A.	100%				100%		100%
Diana Chávez V.	100%					100%	100%
Rasmus Christiansen	100%			100%	100%		100%
Bárbara Garza L.	75%		100%				83%
Francisco Garza Z.	100%	100%		100%			100%
Ricardo Guajardo T.	25%	20%		25%			23%
Guillermo Ortiz M.	100%	100%					100%
Heliane Steden	75%						75%
TOTAL	89%	73%	100%	85%	100%	100%	89%

EXECUTIVE COMPENSATION

The compensation payable to the company’s executive officers is subject to approval by the Nominations and Compensation Committee, and is reported to the independent Audit Committee.

Compensation for all of the company’s executive officers includes a fixed part and a performance-indexed part linked to a series of strategic objectives. Every executive officer has environmental, social and/or governance metrics that represent a percentage of variable compensation. The percentage and the specific metrics vary by position.

Fixed compensation generally represents 70% of total compensation, while variable compensation represents 30%. The performance parameters for variable executive compensation are determined annually by the relevant corporate governance body. The aggregate sum paid out in compensation to the company’s 29 executive officers in Mexico, Puerto Rico and Colombia is reported in the relevant section of the Annual 20-F Report submitted to the Securities Exchange Commission, and amounted to 204.9 million pesos in the year 2024.

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RISK MANAGEMENT

Risk management is a crucial factor for the continued growth of the company and the continuity of operations in the short, medium and long terms. Identifying and managing the risks inherent to our operations not only helps mitigate any disruption in our business, it also helps us to prepare to face future challenges and to achieve our strategic objectives in a context of significant changes at local and global levels.

ASUR's risk analysis is carried out yearly and is based on the methodology contained in the ISO 31000 Standard. In its most recent analysis, the company has identified 48 risks in seven dimensions: human, economic, operational, environmental, reputational, social and commercial. Each of these risks is assessed according to the level of exposure and the probability of occurrence. These risks are managed by the Audit Committee, which acts as the company's Risk Committee.

According to the risk assessment performed in 2024, we have identified nine significant risks that the company might be exposed to, including hurricanes and natural disasters, interruptions in information systems, and the risks inherent to construction projects, among others.

The Group has established actions to prevent, manage, transfer, control and mitigate each of these risks, which are all integrated into our operating strategy. The reports published by ASUR with the stock market authorities of Mexico and the United States contain more specific details on ASUR's risk assessments, which cover both the risks for the company itself and those that might potentially have a negative impact on our stakeholders.



DATA PRIVACY AND CYBERSECURITY

To continue to maintain the trust of our stakeholders, at Grupo Aeroportuario del Sureste, S.A.B. de C.V. we manage the security of our information very carefully through company-wide procedures and policies. We adopt a preventive approach to guarantee the integrity and, if applicable, confidentiality of the information relating to clients, employees, our value chain, and airport users in general.

In line with our policies, we have stringent plans to respond to cybersecurity incidents. The most recent update to this plan was in 2023, and given the nature of its content, this is not public information.

Among the methods we employ, we have procedures for carrying out activities to monitor systems security. The security measures in place, for example, are subject to regular penetration tests by specialized external consulting firms. Our Internal Auditing Department also has staff members with IT expertise who carry out continuous assessments of all cybersecurity processes, to keep our systems running optimally.

During the reporting period, we did not detect any data leaks or breaches in information security.

With regard to data privacy, all information relating to our stakeholders is managed according to our privacy notice, which is publicly available at: www.asur.com.mx/aviso-de-privacidad-0. It is important to note that, as an airport operating company, we do not have access to the personal data of any of the passengers that travel through our airports. This information is exclusively handled by third parties operating at the airports, such as airlines and federal authorities.



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BUSINESS ETHICS AND LEGAL COMPLIANCE

ASUR's operations in all of the regions and countries where we are present are founded on a series of core values: safety, honesty, respect, responsibility, quality and excellence, teamwork, commitment and confidentiality. Since 2005, Grupo Aeroportuario del Sureste, S.A.B. de C.V. is a signatory of the United Nations Global Compact and we conduct our business in accordance with the UNGC's ten principles relating to human rights, working standards, environment, and anticorruption.

Code of Ethics

Grupo Aeroportuario del Sureste, S.A.B. de C.V. has a written Code of Ethics that sets forth the company's ethical standards intended to uphold these values. The Code of Ethics covers the general obligations of the company itself; the obligations of the company to its employees; the obligations of employees, executives and corporate governance officials to the company; the obligations of employees, executives and corporate governance officials to third parties; and the standards that ASUR expects from all parties in the value chain, including suppliers, clients, and contractors. The Code is reviewed and updated regularly by the Audit Committee.

A written copy of the company's Code of Ethics is provided to each new employee as part of the company's induction procedures. Once a year, the company's Human Resources Department carries out an awareness campaign for all employees, whereby they are asked to complete and submit a questionnaire to demonstrate their knowledge of the company's ethical standards. Those employees with 100% of their answers correct are entered into a prize draw.

During 2024, 100% of the company's employees were provided with training relating to the Code of Ethics. Also on an annual basis, company employees together with the members of the company's Board of Directors and corporate governance committees are required to certify in writing that they are familiar with the terms and have not incurred any violations of the Code of Ethics.

The Code of Ethics was most recently updated in November of 2020 and is available for consultation at: <https://www.asur.com.mx/codigo-de-etica-0>.

The company also has a series of written policies available to all staff members that are intended to ensure that its values are upheld, including policies on human rights, honesty and ethical conduct, as well as a policy against corruption and bribery that is based on the standards of the U.S. Foreign Corrupt Practices Act.



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Transparency Measures

ASUR is committed to a policy of zero tolerance for acts of corruption. As established in the Code of Ethics, the company has an internal reporting system through which reports or complaints may be submitted directly to the Internal Auditing Department for investigation, by email or voicemail. Employees and other stakeholders are encouraged to use this system to report instances of corruption or abuse, and they may choose to submit reports anonymously or not.

In the event that they do confirm their identity, it is guaranteed that they will not be penalized in any way, even if the reports submitted prove to be baseless. Any dismissal proceedings relating to any person that has submitted a report via the internal system must necessarily be reviewed by the Internal Auditing Department and the company's independent Audit Committee to ensure that they are not retaliatory in nature, and reporters are encouraged to submit additional reports in the event that they suffer from any subsequent harassment in the workplace.

The Internal Auditing Department reports directly to the Audit Committee, which is composed entirely of independent members (as defined by the relevant Mexican legislation). As well as investigating all reports received, the Internal Auditing Department establishes a quarterly program of audits to be carried out in different business units.

The Audit Committee approves the work program of the Internal Auditing Department and is informed of the results of the audits performed.

As mentioned, among other essential roles performed by the Internal Auditing Department is the assessment of the risks inherent in the company's operations, which are prioritized according to the level of exposure and the likelihood that they will occur. The Department then establishes measures, such as increased frequency of internal audits, to focus on those operations where a higher risk of corruption or fraud has been identified, and reports all findings to the Audit Committee.

In 2024, ASUR's Internal Auditing Department carried out audits in all nine Mexican airports in the Group, as well as the airports located in San Juan, Puerto Rico, and Colombia, and several commercial concession holders operating at the airports. These audits resulted in a total of 8 relevant observations, out of a total of 221. A total of 55 reports were submitted via the internal reporting system during the year. These reports may be related to both internal matters such as employment grievances, and external matters such as tampering with luggage. Of these reports, 24 were considered to be significant, 12 were of medium importance and 19 were of minor importance. All of them were duly investigated and resolved.

Of the relevant matters that came to the attention of the Internal Auditing Department during the year, most were related to internal procedural concerns. In these cases, the necessary remedial measures were implemented but no disciplinary action was taken. However, seven staff members were disciplined and were provided with additional training, and there were ten staff members were dismissed for failure to adhere to the company's policies on ethical conduct.

During the reporting period, the company incurred no fines or penalties in relation to instances of corruption.

Reporting of Abuse or Corruption

ASUR encourages all its stakeholders to report any act of corruption or abuse, and is committed to handling any complaints it receives in a timely and efficient manner.

Reports may be submitted by different channels: the contact form on our website, a toll-free telephone number (01800-280-ASUR), or the email of the Internal Reporting System (cod_conducta@asur.com.mx). Airports also have physical suggestion boxes located in public areas.

Depending on the nature of grievances, they may be forwarded for the appropriate action directly to the administrator of the airport in question, or to the relevant authority within the airport, if applicable, for example in the case of complaints relating to customs and immigration procedures. Any complaints received that allege any breach of the company's ethical guidelines, including complaints of discrimination or any other infringement of human rights, are forwarded to the Internal Auditing Department. In 2024, the Internal Auditing Department investigated and resolved 100% of the complaints received.



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GOVERNMENT RELATIONS AND INDUSTRY PARTICIPATION

The company is committed not to incur any practices such as tax avoidance through transfer pricing or operations in tax jurisdictions that enable tax-base erosion or profit shifting. We retain an independent audit firm to produce the necessary transfer pricing studies in accordance with local legislation, and have no presence in tax havens of any kind.

It is also company policy not to make contributions of any kind, whether monetary or not, to any political party. Furthermore we do not carry out lobbying activities of any nature. Since the company was founded in 1998, no budget has been assigned for such activities.

Due to our role in the air transport industry, we are part of the Latin American chapter of Airports Council International (ACI-LAC), a non-profit organization that represents the interests of the airport industry and promotes professional excellence in airport operations. As a member, we participate in programs, training campaigns, and other events relating to matters such as airport security, operations and facilitation, commercial development, airport capacity and slots, environmental management and sustainability, the development and implementation of technology, customer service, and so on.

We also collaborate actively with other organizations in the tourist and aviation sectors such as airlines, airports, hotel associations and tourist boards, to promote the destinations where we operate, increase air transport connectivity, and encourage economic development in the regions. Our participation takes place in networking events, tourism expos, and in general in specialist industry forums.

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HUMAN RIGHTS

The goal of ASUR’s management in relation to human rights is to ensure that the company and its employees do not incur any human rights violations, and that in those cases where possible abuses are detected, the corresponding steps are taken to resolve them quickly, efficiently and transparently.

Since 2007, ASUR has a written policy in which the company formally sets forth its commitment to upholding and promoting human rights (see Appendix A of this report). The policy, together with our Code of Ethics and the principles of the Global Compact, set the standards for the conduct of the company both internally with its own employees, as well as externally with its value chain and the communities in general.

Among our permanent human rights objectives, we seek to expand our sphere of influence to contribute to the protection and dissemination of human rights. To achieve this, in 2024 we have built different sectorial and intersectorial alliances involving projects to safeguard and promote human rights, with particular focus on the most vulnerable groups. This includes research, campaigns, and active participation. We also intend to promote training for our own staff and for those in our value chain to prevent human rights violations and to promote remedial mechanisms both within and outside the workplace. We will begin reporting these data in subsequent communications.

Among the human rights principles that ASUR adheres to with its stakeholders are the following:

Policy on Freedom of Association and Collective Bargaining

The company’s written policies expressly state that we will guarantee our employees and third-party contracted labor the right to freedom of association. In Mexico, the company management and the airport workers’ union adhere to a collective bargaining procedure once every two years to establish employment conditions and benefits for unionized employees. Currently 28% of the company’s employees in Mexico are unionized, together with another 6% at San Juan Airport.

The right to freedom of association and collective bargaining is clearly stated in the Code of Ethics and our internal policy on human rights. Both of these documents are freely available to every employee on the company’s internal information systems.

Any complaints relating to these rights may be formally submitted directly to the company’s Internal Auditor via the internal reporting system or to the Human Resources Department via the internal grievance reporting system. During 2024 no threats were identified to the freedom of association or collective bargaining rights of the company’s employees.

Policy on Non-Discrimination

ASUR guarantees equal opportunities for all in recruitment and hiring processes, promotions, salary levels, training, and day-to-day treatment. Our Code of Ethics and our policies on human rights and equality, diversity and inclusion expressly prohibit discrimination on the basis of ethnicity, nationality, gender, gender identity, sexual orientation, marital status, age, physical ability, social circumstances, religious beliefs or political affiliation. The company also expressly states that it will not discriminate unfairly against persons infected with the HIV and Covid19 viruses, or persons who are pregnant.

Policy on Personal Integrity

ASUR assumes the obligation to protect its employees’ right to personal integrity, which means that workers may not be subjected to physical or verbal abuse, and that sexual harassment of any kind is strictly forbidden. ASUR does not use or benefit from forced labor or child labor. All working agreements are governed by consensual, written employment contracts, and the company’s policy is not to employ anyone who is under 16 years of age.

Currently, no one under the age of 18 is employed by ASUR and no situations involving forced or migrant labor have been identified.

Policy on Resettlement and Compensation

Since ASUR received the concessions from the Mexican federal government to operate its airports in Mexico in 1998, there has been just one instance of expropriation of a piece of land required to expand Cancún Airport. None of the other Mexican airports have been involved in expropriation proceedings.

The expropriation is carried out by the federal government, since the Mexican nation is the owner of the federal land granted under concession to ASUR for the operation of its airports. Landowners are compensated by the federal government under the terms of the relevant expropriation decree, and ASUR may also offer to purchase land at commercial value, which is then donated to the nation as part of the airport premises.

The policy of ASUR is that any expropriation proceedings that are necessary should be carried out in accordance with principles of fair compensation for the owners of the land, and that free, prior and informed consent of any stakeholders that might be affected by potential resettlement agreements should be sought.

In the case of the only expropriation that has taken place while the airports are under concession to ASUR, in Cancún, there were no communities living on the land and it was not necessary to resettle anyone.

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Due Diligence Procedure in Human Rights

On a regular basis, ASUR conducts analyses of any potential human rights issues that may arise as a result of or in connection with the company’s operations.

In the most recent assessment carried out, the following areas were evaluated:

- Forced labor
- People trafficking
- Right to collective bargaining
- Equal pay
- Child labor
- Freedom of association
- Discrimination
- Other matters

The groups assessed to evaluate their potential vulnerability in relation to each of these areas were:

- Company employees
- Children
- Migrant workers
- Local communities
- Women
- Indigenous peoples
- Third-party contractor workers
- Other groups

As previously mentioned, all newly hired staff members are provided with the text of the Code of Ethics as part of the employee induction process, and are required to certify their knowledge of and adherence to the Code of Ethics on a yearly basis.

The Code of Ethics is publicly available on the company’s website and includes instructions on how employees and other members of the community may report potential violations of the company’s ethical standards.

Any such reports are received directly by the company’s Internal Auditor, who reports directly to the Audit Committee made up entirely of independent members, and are duly investigated. The Internal Auditor also implements a program of inspections intended to detect any irregularities in the company’s internal operations, as well as those of third parties such as concession holders, service providers, and contractors.

The companies within tier 1 of our supply chain provide airport security services (which we are required by law to subcontract with authorized security companies), airport cleaning services, and construction services for upgrades or extensions in airport infrastructure. Given the nature of our business, and the fact that we and our major suppliers are all mostly service providers, our supply chains are short. We have no significant standing orders or permanent contracts for the acquisition of supplies, for example.

Third parties are contractually required to uphold ASUR’s human rights standards in areas such as formal employment, forced or child labor, freedom of association, the right to collective bargaining and non-discrimination, among others. Any violations of these standards must be remedied, and may ultimately result in the rescission of the contracts in question. The Internal Auditor reports on the detection, follow-up, and resolution of human rights or ethical violations to the company’s independent Audit Committee.

Cases Identified Involving Human Rights Violations and Remediation Mechanisms

During 2024, a total of 14 cases were identified which involved possible non-compliance with the standards of our Code of Ethics, involving both employees and persons unrelated to the company. All of these cases were investigated by the Internal Auditing Department with the following results: two cases were unfounded, and the remaining cases include workplace harassment, discrimination, and one of physically violent behavior. The perpetrator in the case involving physical violence was a person unrelated to the company against a passenger, and the matter was reported to the competent authorities. In all cases, the issues were duly investigated and the appropriate disciplinary or remedial measures were taken.



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Our fundamental responsibility and commitment to society is to create as much value as possible for all those parties that we impact direct or indirectly



Progress in 2024:

- We increased the sums set aside for our sustainable social investment program by 27%
- The program was scaled up from two to three indigenous communities, with training provided for 78 people this year and an estimated total of 220 people indirectly benefited
- We developed processes to involve our value chain in monitoring ESG matters
- In 2024, throughout the Group, cash donations were made of \$2.5 million pesos, as well as more than 3,500 work hours, and other donations in kind to social programs

ASUR’s contribution to social development and wellbeing can be seen in our creation of decent employment, in our promotion of safety and security for all, in our commitment to human rights, and in the promotion of sustainable projects with the goal of achieving economic and social integration in our communities. Our social investment program aims to achieve economic inclusion and sustainable development in vulnerable communities in the southeast of Mexico, with a strong focus on recognition, respect, and preservation of the enormous cultural and environmental value of the areas where we operate.

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HUMAN CAPITAL

At ASUR, we recognize that our human capital is the driving force that maintains our business and makes it grow. One of our permanent goals is for our airports to constitute a reliable source of safe and stable employment, where everyone has the opportunity for growth and professional development, and can attain a quality of life that allows them to realize their personal goals and aspirations.

As a fundamental part of ASUR’s duty of care toward its employees, we aim to provide decent working conditions in all the subsidiaries that form part of the Group, as well as the company’s value chain. ASUR has a series of written policies covering different aspects that relate to its human resources, such as recruitment practices, holiday entitlements, work-life balance, and occupational health and safety.

Additionally, company policy mandates the protection of employees’ human rights, such as the right to equal opportunity and non-discrimination, the right to personal and physical integrity, and the right to exercise fundamental liberties, including freedom of association. Regular internal campaigns are carried out to ensure that all company employees are aware of these policies, as well as the provisions of ASUR’s Code of Ethics, which include information on the internal reporting systems for grievances.

Grievances may be submitted via two independent internal reporting systems: either to the Human Resources Department, or directly to the Internal Auditing Department. In all cases, reports are registered, duly investigated, and resolved. Reporters may choose to remain anonymous and the company is committed to protecting them from reprisals or workplace harassment, even if the matter reported is found to be baseless.

On a day-to-day basis, labor issues within the organization are the responsibility of the company’s Human Resources Manager, who is based at the company’s offices in Cancún and oversees the human resources team in each of the airports. Certain labor relations issues, such as the renegotiation of the collective bargaining agreement with the union, are handled directly by the Chief Executive Officer.



	Total	Unionized	%	Non-Unionized	%
ASUR (México)	1,390	390	28%	1,000	72%
Cancún	790	169	21%	621	79%
Mérida	132	46	35%	86	65%
Cozumel	74	36	49%	38	51%
Veracruz	71	27	38%	44	62%
Villahermosa	73	26	36%	47	64%
Tapachula	47	23	49%	24	51%
Ciudad de México	49	0	0%	49	100%
Oaxaca	68	27	40%	41	60%
Huatulco	51	20	39%	31	61%
Minatitlán	35	16	46%	19	54%
Aerostar (Puerto Rico)	346	20	6%	326	94%
Airplan (Colombia)	424	0	0%	424	100%
GRAND TOTAL	2,160	410	19%	1,750	81%

The total number of employees in the Group went from 2,101 in 2023 to 2,160 in 2024. This represents an overall increase of 2.8% in comparison with the previous year.

As of December 31st, 2024, 28% of ASUR’s employees in Mexico are unionized. The airport located in San Juan, Puerto Rico—where ASUR holds a majority stake of 60%—has 6% of unionized employees, whereas there are no unionized employees in Colombia.

Of the 2,160 employees in the Group, 1,370 are men (63%) and 790 are women (37%). Of the 19 executive officers in the company, 15 are men (79%) and 4 are women (21%). Of the 114 employees in management positions, 83 are men (73%) and 31 are women (27%). Among the 2,027 remaining employees, 1,272 are men (63%) and 755 are women (37%).



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BENEFITS AND COMPENSATION

As a key part of ensuring the wellbeing of our employees, we offer a range of benefits for them and their families greater than those required by law in Mexico, Puerto Rico and Colombia, as well as other services that facilitate a decent standard of living.

Compensation packages vary depending on the nature of our employees' contracts, but in general include the following:

- Vacation entitlement and yearend bonuses that surpass those required by law
- Medical insurance for employee and immediate family (spouse and children)
- Parental leave
- Life insurance
- Savings fund
- Vouchers for groceries
- Training and scholarships
- Special leave for educational purposes
- Monthly contribution to pay for childcare services (unionized employees)
- Compassionate leave
- Contribution toward funeral expenses (unionized employees)

In addition to the above, the principle of freedom of association is guaranteed in our Code of Ethics and company policies. This information is provided to new hires in the induction process and is reinforced on a yearly basis with information campaigns.

WORK-LIFE BALANCE

ASUR recognizes that a positive work-life balance is essential for promoting employee wellbeing and productivity. The company's commitment to achieving this is established in its written human resources policies.

Due to the nature of airport operations, it is necessary to ensure certain staffing levels all day long, and all year round. However, as a general principle, whenever an employee's activities allow it, they are provided with the greatest degree of flexibility possible, whether for educational purposes, family matters, and so on. As one of the takeaways from the Covid19 pandemic, we are also analyzing occasional working-from-home schemes, depending on the specific circumstances of each employee.





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COMMUNICATION WITH OUR EMPLOYEES

The company has a written open-doors communication policy, according to which all staff members are free to approach any member of management with consultations, suggestions or complaints at any time. Employees are also given the option of submitting any grievances they have via the internal reporting systems of the Human Resources Department or the Internal Auditing Department; these reports are investigated confidentially to identify any instances of inappropriate behavior on the part of those involved and to reach amicable solutions whenever possible. Employees are encouraged to use these communication channels on a frequent basis.

Via the Internal Communication Department, the company also monitors the press on a daily basis for stories relevant to ASUR and the airport sector, which are shared with company employees to keep them apprised of current events.

EMPLOYMENT STABILITY

During the two most recent slowdowns in the company’s operations— the Covid-19 pandemic in 2020 and the outbreak of swine flu and economic recession of 2008-2009—none of our workers were involuntarily dismissed. Furthermore, the company’s human resources policies clearly state that employees shall not be subject to arbitrary dismissal. In the event that circumstances dictate that austerity measures must be taken to reduce expenses, staff redundancies are always the last resort once savings have been made wherever possible in other areas.

If a reduction in the workforce were necessary, company policy requires that certain steps be followed: the company must initially offer voluntary redundancy to any employee that decides to accept it; the company may then move on to involuntary redundancies on a case-by-case basis, and shall attempt to ensure that these measures have the least impact on the most vulnerable employees, taking into consideration such matters as age, economic dependents, and so on.

The company is also committed to paying out the required severance pay under local legislation, and will assist the former employee in to the extent practicable in finding alternative employment.

EMPLOYEE ATTRACTION AND RETENTION

At ASUR, we have talent recruitment and selection processes which aim to ensure that every employee that joins the company not only has the necessary skills and experience, but also shares our institutional values and ethical principles. For our part, we guarantee that all selection processes are conducted in accordance with the principles of non-discrimination, gender equality and promotion of diversity in the workforce.

With regard to talent retention, as we have mentioned in previous sections of this report, our aim is to offer the best option for our employees based on employment security and stability, skill development and professional growth. For example, it is essential for ASUR that our existing staff members are considered first and foremost when there is a new position in the company to be filled, which promotes a culture of internal growth.

Thanks to this, we are happy to note that during the reporting period, the company achieved a staff turnover rate of just 4.16% in our airports in Mexico. This figure is calculated on the basis of all voluntary resignations and involuntary dismissals; it does not include employees of the company subsidiary Cancún Airport Services, S.A. de C.V. and does not include employees of retirement age (60 years and older)



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TRAINING PROGRAMS

For ASUR, the professional development and growth of our employees is essential. Consequently, in all airports and throughout the year, education and training programs are implemented that allow our staff to acquire new skills and knowledge and to achieve their professional goals.

As part of our commitment to training our workforce, in 2023 we rolled out the “Campus ASUR” tool, a platform containing virtual courses on technical and regulatory aspects, as well as general training, that employees can access as and when they wish to facilitate their development. Course content also covers subjects such as human development and financial education, to support not just technical and operational development relating to professional activities, but also personal growth. Our goal with this platform is to increase training hours among our employees and participate in improving their quality of life.

As well as the Campus ASUR application, the company has permanent training programs for employees in all locations where we have operations. Much of this is mandatory training relating to specific airport procedures or safety and security measures, and is a requirement for all airport employees, including the airport communities at large. Special training is provided on a constant basis for the airport rescue and firefighting teams.

Finally, a company-wide training program has also been established for airport employees, administrative positions, contractors, and other key workers in the airport communities. This is based on an assessment of strategic training needs. The assessment is carried out by each department individually with the support of the Human Resources Department. The program covers from technical and operational matters to strategic training and languages, as the aim is to respond to the specific needs of each area and each employee. The company also provides ad hoc support for individuals to take the necessary courses or seminars to complement their professional activities, or to complete any required level of their education from basic schooling up to post-graduate degrees.

During 2024, the following total number of work hours of training (calculated on the basis of the total duration of training courses, multiplied by the number of trainees) were provided to the company’s employees and airport communities: 106,101 hours in Mexico, 2,731 hours in Puerto Rico, and 20,908 hours in Colombia, for a total of 129,740 work hours in all locations. This represents an increase of 26% compared to total training work hours in 2023. The hours of training corresponding to the Campus ASUR platform were 978 in the year, and are included in the figures mentioned.

In 2024 in Mexico, ASUR invested \$8.6 million Mexican pesos in staff development.





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VALUE CHAIN

In addition to the permanent employees that work at the company’s airports, there are significant numbers of workers who are not directly employed by the company. They may be broken down into a number of different categories, including: government employees, such as those working for the air traffic control, immigration and customs services; the employees of commercial concession holders, such as food and beverage or retail outlets and car rental offices; the employees of other businesses with a permanent base at the airport, such as ramp service providers and the airlines; and the employees of those companies contracted directly by ASUR to provide specific services in the airports.

The vast majority of the companies in ASUR’s direct value chain are locally based, with the notable exception of some suppliers of airport-specific equipment such as boarding bridges, specialized vehicles, and baggage-handling equipment. The most significant services directly contracted by ASUR in all of its airports are cleaning services for terminal buildings, administrative offices, and so on; security services, including general surveillance staff and the personnel manning security filters and passenger inspection points; and construction services for extensions and upgrades to airport infrastructure.

These three different contractor types represent the top tier of ASUR’s supply chain. During 2024, of the 20 contracts with the most significant sums entered into for goods and services in the company’s Mexican airports, 10 were for construction services, five were for the acquisition or maintenance of equipment, and five were for other services such as security.

In Mexico, all of the contracts entered into for these direct services expressly stipulate that workers must be registered with the Mexican social security institute, which ensures that the work they do is formal and remunerated, and the corresponding social security contributions are paid in full. Failure to register workers or to pay contributions is ground for immediate rescission of any contract. Contractor audits are carried out by the Internal Auditing Department in accordance with a quarterly program approved by the Audit Committee. Reports may also be submitted by any supply-chain employee via our Internal Reporting System. Any and all audit observations identified and internal reports received are logged, and their resolution is followed up on by the Audit Committee.

Due to the fact that airports have restricted areas for security reasons, under the terms of their contracts all service providers and contractors must register 100% of their employees on site with the airport, in order for them to be issued with an official airport identification card. The identification card must be worn in a visible place at all times, and is checked by security personnel at staff access and exit points.

As per the terms of our policies on human rights and our Code of Ethics, the same protections enjoyed by our direct employees are applicable to all workers of service providers and contractors. This includes a prohibition on child labor, a prohibition on discrimination and harassment on the basis of ethnicity, nationality, gender, gender identity, sexual orientation, marital status, age, physical capacity, social standing, religious beliefs, or political affiliation, as set forth in our Code of Ethics, and all the additional provisions of our Code of Ethics relating to fair treatment, safety and hygiene, cultural context, and so on. ASUR has also assumed the commitment to reduce or, insofar as possible, eliminate informal employment throughout our value chain.

In all contracts entered into, the company sets forth the relevant occupational health and safety standards that contractors are required to implement. The company is working on implementing a system to integrate data from our top tier supply chain contractors into our ESG standards. As a first step, our value chain will soon begin reporting its carbon emissions to us, so that we can work together on finding areas to reduce them to the benefit of our planet.



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EQUALITY, DIVERSITY AND INCLUSION

Although aspects relating to discrimination and equal opportunities are covered by both our Code of Ethics and our Human Rights Policy, as part of our short-term strategic objectives in 2023 we developed the Equality, Diversity and Inclusion Policy of the Group, which became effective on January 1st, 2024. This policy recognizes the right of all of our stakeholders, both within and outside the organization, to live in an environment of respect and inclusion that guarantees equal opportunities and is free from violence, discrimination and harassment of any kind.

This policy also serves to communicate our commitment, responsibility and active efforts to create welcoming spaces and favorable environments where each individual can develop and in which respect for human dignity prevails. The company has also assumed the commitment to promoting diversity in our workforce, in recognition of the value that this brings to the collective. We aim to subsequently begin collecting information on the representation in our workforce of indigenous people (defined as those who speak an indigenous language, identify as indigenous, or live with family members who speak an indigenous language), as well as groups with disabilities. We will provide updates on our progress on this in subsequent reports.



According to the methodology proposed by UN Women, this year we begin reporting on our gender wage gap. This is calculated as the difference between the averages salaries for men and women, divided by men’s salaries. The results are as follows:

Country ↓ / Level →	Executive	Manager	Operative	Total
MÉXICO	N/A	26.9%	-6.4%	7.8%
PUERTO RICO	N/A	10.6%	15.6%	12.3%
COLOMBIA	-25.0%	24.3%	0.9%	-7.0%

It is important to mention that we are working systematically to achieve our objective in gender and diversity issues. In the short term, and on the basis of this first exercise, we will seek to reduce our gender wage gap and to develop strategies to increase the number of women on our Board and in our workforce, especially in leadership and STEM (science, technology, engineering and mathematics) positions, with a focus on reducing gender gaps. We also intend to increase diversity and the numbers of people from minority groups on our staff.

As of the end of 2024, the number of women on our Board of Directors remained the same at three out of eleven (27%). With the proposed appointment of Ms. Isabel Prieto Prieto we would reach 36.4%, which would mean we have achieved the strategic objective set forth of the year 2023 of increasing female representation on the Board to 35% at least. Of the 59 new hires throughout all the airports in 2024, 44% were women and 56% were men.

Finally, we explicitly state that ASUR does not tolerate acts of discrimination or harassment of any nature. In the event of any grievance or formal complaint referring specifically to discrimination and harassment, we remind our employees of the different channels of communication that are open to them, directly to either the Human Resources Department or the Internal Auditing Department. As a company, it is our commitment to attend to any such matters by investigating them fully and taking the necessary remedial action, with a victim-centered approach.

During 2024, a total of 14 cases were identified which involved possible non-compliance with the standards of our Code of Ethics, involving both employees and persons unrelated to the company. All of these cases were investigated by the Internal Auditing Department. In two cases the reports were unfounded. The remaining cases include workplace harassment, discrimination, and one of physically violent behavior. In all cases, the issues were duly investigated and the appropriate disciplinary or remedial measures were taken. The perpetrator in the case involving physical violence was a person unrelated to the company against a passenger, and the matter was reported to the competent authorities.



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CONSISTENT SAFETY AND SECURITY MANAGEMENT



Due to the nature of our operations, optimal performance in safety and security matters is a governing principle, which is fundamental for the continuity of our business and essential to continue to build relationships of trust with our stakeholders. This material aspect has become more important still since the Covid-19 pandemic, and is one of the most critical factors in our materiality analysis and our risk management procedures.

For this reason, we have created a culture of safety and security based on prevention, and focused on maintaining the highest standards of operational safety to ensure the wellbeing of our users at all times.

User Safety

The safety of the passengers travelling through our airports, as well as our own employees, the employees of other companies, agencies and authorities based at our airports, and other members of the public that have occasion to visit us, is one of the most fundamental priorities for our company.

The company has written manuals and procedures covering such aspects as overall safety and security, operational safety, occupational health and safety, emergency and contingency plans and drills, and public health emergencies.

Many of these procedures are required by law and are subject to approval by the relevant aviation authorities. All airports have public address systems, and a program of emergency drills is established to be implemented in the event of an evacuation due to fires, hurricanes, earthquakes, or other disasters. The company has a hurricane center based at Mérida Airport, which coordinates with local civil protection agencies and the National Hurricane Center based in Miami, Florida, whose mission it is to ensure that all ASUR airports and local communities are advised of and prepared for any approaching cyclones. The relevant earthquake warning and safety procedures are also established in those airports that are subject to this risk.

The appropriate mechanisms have been established to minimize operational hazards. These include the appropriate security systems to prevent acts of unlawful interference with aircraft, procedures to reduce the risk of birdstrikes, and the requisite fire detection and suppression systems, including permanent, on-site Airport Rescue and Fire Fighting teams.

We also have procedures in place to ensure the continuity of vital air transport services if an unfortunate incident of any kind occurs, or that operations are restarted as soon as possible, in the event of an unavoidable suspension of activities.

All airport infrastructure is also fully accessible for users with disabilities, as required by the relevant local standards. Disabled facilities include wheelchair ramps, designated parking spaces, tactile paving and guide strips for the blind, low-level check-in counters, appropriate bathroom installations, designated access points to security filters, designated seating in boarding lounges, elevators, and aircraft boarding equipment. In 2022, Cozumel Airport obtained official recognition from the Mexican tourism authorities that certifies the service provided to users with disabilities. In 2024, Cozumel Airport was once again awarded the Inclusive Tourism Seal by the Ministry of Tourism, as well as the Certificate of Improved Airport Accessibility issued by Airports Council International (ACI).

We are continually working to identify areas of opportunity and upgrade these facilities, based on feedback obtained from the airport communities.





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Occupational Health Management System

The right to physical integrity, and therefore a safe workplace that does not expose employees to unnecessary risks, is included in the company’s written policies and is a guiding principle for our human resources management.

The company implements a series of internal procedures intended to ensure the safety and wellbeing of both staff and members of the public. These procedures are set forth in manuals that cover aspects such as operational safety, aviation security, and emergency procedures. The manuals include both preventive and corrective actions to promote a safe airport environment, and establish clear structures, responsibilities, and lines of command.

In Mexico, in accordance with local legislation, the company identifies the Official Mexican Standards (Normas Oficiales Mexicanas or NOM) published by the Labor Ministry in the area of occupational health and safety that are applicable for the types of workplace risk that employees may be exposed to in our airports. These risks include working in noisy environments, transportation of potentially hazardous materials, working with pressurized containers and high-temperature equipment, working at height with the consequent risk of falling and, most recently, psycho-emotional risks.

In all cases where potential risks are identified, measures are implemented to mitigate them. These range from the provision of the appropriate personal safety equipment, to maintenance procedures for critical items of equipment and training programs to help staff members recognize and avoid or neutralize potentially risky situations. On a scheduled basis, in compliance with our authorized security programs, training exercises such as emergency drills are performed with the participation of the entire airport community, including the staff members of ASUR and other companies based at the airports, the airport rescue and firefighting teams, and members of the public.

On a yearly basis, in compliance with official standard NOM-030-STPS-2009, the company carries out an analysis of all of the other occupational safety standards, to determine whether they are applicable to the working environment in ASUR airports, and whether there are sufficient programs or safety measures in place to minimize these risks. The findings of this analysis are then used to strengthen internal procedures where necessary, and are presented in writing to the health and safety authorities. They are subject to audits both internally, carried out by the Internal Auditing Department, and externally, carried out by the Labor Ministry.

During 2024, the 2,160 employees of ASUR in Mexico, Puerto Rico, and Colombia worked a total of 4,775,909 hours, equivalent to 674,365 eight-hour shifts. In the period in question, the total recordable incident rate (“TRIR”) was 2.18. In accordance with internationally accepted practice, this figure is calculated on the basis of the total number of incidents (workplace accidents, work-related illnesses, and accidents in transit to work) multiplied by 200,000, divided by the total number of hours worked.

	2022			2023			2024		
	No. incidents	Hours worked	TRIR	No. incidents	Hours worked	TRIR	No. incidents	Hours worked	TRIR
México	14	2,388,306	1.17	14	2,491,600	1.12	34	2,850,432	2.39
Puerto Rico	8	628,712	2.54	7	757,685	1.85	7	658,331	2.13
Colombia	5	1,099,758	0.91	10	1,171,512	1.71	11	1,267,146	1.74
TOTAL	27	4,116,776	1.31	31	4,420,797	1.40	52	4,775,909	2.18

There were no instances of work-related deaths in any of the airports operated by ASUR in Mexico, Puerto Rico or Colombia, and we are therefore pleased to announce that our fatality rate was 0.

Operational Health and Safety Week 2024

One of the main events intended to promote health and safety in our Mexican airports is the annual Safety Week. In November 2024, this campaign was carried out in the nine Mexican airports with the slogan “Permanent Management, Consistent Operational Safety”.

Working with national and international aviation bodies, authorities and organizations, a series of lectures, webinars and workshops were carried out, with didactic materials, site visits and drills, to raise awareness in the airport community of the importance of occupational safety and to continue to build a culture of prevention.

Some of the most relevant topics covered in the 2024 Safety Week were:

- Identification of risks
- Regulatory systems
- Operational safety reporting
- The importance of medications in airport emergency plans
- Emergency plans
- Foreign Object Debris (FOD) control and prevention in operating areas



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INVOLVEMENT WITH OUR COMMUNITIES

One of our short-term strategic objectives is to bring the company closer to the communities where we operate. This includes the strengthening of relations with our stakeholders and, of course, our active participation in promoting sustainable community development, which is a key goal of our sustainability strategy.

We think it is important to underline that we are aware of the enormous environmental and sociocultural value of the areas where our airports are located. The southeast region of Mexico alone is home to more than half of all speakers of indigenous languages in the country. We therefore assume the responsibility to approach our communities from a position of absolute respect for their identity, with the goal of promoting participative initiatives that recognize their input and instill a sense of ownership.

Due to the locations and nature of our operations, involvement with our communities takes place under two distinct programs: the local airport initiative program and the centralized sustainable social investment program.

Local Airport Initiatives

2024: investments in cash of \$1,484,000 (Mexican pesos), as well as more than 3,500 work hours and other donations in kind

Historically ASUR's airports have been involved in a wide range of community projects at the local level. The majority of these projects are chosen and managed by each airport individually, both to better respond to the specific needs of each location and to promote a sense of ownership.

In general terms, in 2024 social initiatives were classed under the following categories:

- **Cultural and educational activities:** site visits to the airports by different educational institutions, art exhibitions, seminars and trainings, environmental educational outreach in local schools, including donations to the Yucatán Symphonic Orchestra and donations of computer equipment to local schools in Huatulco.
- **Activities relating to health and wellbeing:** vaccination and preventive health campaigns, physical health campaigns, collaboration with UNICEF for child welfare.
- **Volunteering:** wildlife conservation activities, cleaning beaches and green areas, including reforestation initiatives in Cozumel and donation of saplings grown at the airport plant nurseries in the airports of Minatitlán and Oaxaca.
- **Philanthropic activities:** financial support for humanitarian and health groups, donation of goods and services to community organizations, and charity sporting events, including donations in cash and of two ambulances to the Red Cross, as well as donations in cash and kind to the anti-cancer organization Casa de la Amistad, among others



Centralized Sustainable Social Investment Program

To date, we have invested \$1,895,000 (Mexican pesos) in the Pronatura Program: Ecotourism (Yucatán)

At ASUR we believe that the creation of a more inclusive economy will benefit not just our communities, but our employees, shareholders, clients, and society in general. Based on this principle, our sustainable social investment program is managed from the corporate headquarters of the company and has the general goal of investing in community projects that are sustainable, replicable and scalable, to create impacts that are long term and support more community members.

We began by identifying the critical social matters in the regions where we operate, focusing first on the southeast region of Mexico in a post-pandemic context. The most significant aspects here revolve around poverty and social exclusion. We have also worked to identify common ground between these social aspects and the nature of our operations through participative processes to evaluate the economic, environmental and social realities of our communities. A key element in achieving our objectives has been the construction of long-term cross-sectoral alliances with organizations that have expertise in the field.





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Case Study PRONATURA: Ecotourism in 3 Indigenous Communities in Yucatán



In 2022, through our centralized sustainable social investment program, we entered into an **alliance with Pronatura Península de Yucatán A.C., a Mexican civil society organization that works both to conserve natural ecosystems and to integrally develop communities in the southeast of Mexico.** The general aim of this alliance is to contribute to the economic inclusion of communities in the southeast, which we intend to achieve by promoting an ecological tourism project that reinforces the skills of local people within a framework of employability and alternative tourism. This activity is compatible with the nature of ASUR’s operations, as most of the passengers traveling through our airports do so to take part in tourist activities.

Based on a consensus with the community and with a focus on cooperation, we are developing strategic and financial planning projects, business models, training programs, and supplies of the materials and infrastructure necessary for community inhabitants to begin offering their sustainable tourism services. This kind of tourism is intended to bring people closer to local cultures and nature, with a strong commitment to respect and support the conservation of natural resources. As a result, we aim to promote both local economic growth and the protection of ecosystems in the southeast of the country, which is a region of great value for biodiversity.

Our alliance with Pronatura began with support for one Maya-speaking community. In 2024, we are pleased to share that the project has been scaled up to three locations: Chuburná Puerto, Sisal, and Dzilam de Bravo. All of them are classed as indigenous communities according to the National Catalog of Indigenous and Afromexican Peoples and Communities published by the National Institute for Indigenous Peoples (INPI). We have also diversified our target population to focus specifically on women and young people who are trying to achieve inclusion in economic activities. We will begin reporting the indicators relating to the latter of these communities (Dzilam de Bravo) in 2025.

In 2024, training was provided for 78 participants, of whom 32% are young people between the ages of 18 and 29. As of this date, 100% of trainees are working in and generating income from ecotourism.



Year	DIRECT Impact			INDIRECT Impact
	Trainees	Women	Men	Economic Dependents
2023	49	-	49	100
2024	78	5	73	220

As of the date of publication of this report, the direct impact of our sustainable social investment program with Pronatura has been 115 people (12 people trained in 2023 participated again in 2024), who were trained in offering services relating to conservation tourism, and 320 indirectly benefited, most of whom are the family members of the trainees.

Thanks to the environmental conservation aspects of the project, since 2022 we have contributed to the preservation by tourist guides of approximately 430 hectares of coastal ecosystems within two state protected areas: Yucatán North Coast Wetlands and Mangroves and El Palmar. Services were provided to at least 15,000 tourists, who were exposed to a message of environmental conservation during their tours and through graphic materials.

In subsequent stages, as well as continuing to provide support for these communities until the projects are economically self-sustaining, we intend to extend the program to new communities in the Yucatán Peninsula, thereby providing support for more people. We also hope to be able to share in the coming years figures relating to ecotourism spending in the communities.



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Además de estos programas e iniciativas, las actividades de la empresa generan beneficios indirectos importantes para las comUnites donde operamos. Los aeropuertos desempeñan un papel significativo en facilitar los negocios de otras empresas e individuos en las regiones donde se encuentran; nuestros aeropuertos constituyen una pieza clave en las redes locales de transporte, por lo que son muy importantes para el fomento del desarrollo económico regional.

Como parte de la política de la empresa, ASUR lleva a cabo una serie de actividades con el fin de levantar el perfil de los destinos donde operamos. Tenemos un equipo dedicado específicamente al desarrollo de rutas, que tiene como responsabilidad la promoción de nuestros destinos entre las líneas aéreas del mundo. El objetivo de lo anterior es generar más vuelos para nuestros destinos y mayores cantidades de visitantes implican mayores ingresos para las empresas locales, además de para nuestros aeropuertos. También participamos en convenciones y congresos alrededor del mundo relacionados con los sectores aeroportuario y turístico, muchas veces en coordinación con las autoridades federales y estatales de turismo y los grupos empresariales locales.



Economic Value Distributed in the Community

The table below provides a breakdown of the direct economic value generated, distributed and retained by ASUR in 2024, in all business activities carried out in Mexico, Puerto Rico and Colombia

Economic value generated	
Total economic value generated	31,333
Economic value distributed	
Operating costs	12,237
Employee wages & benefits	1,574
Payments to providers of capital	8,581
Payments to governments	7,681
Community investments	2.5
Total economic value distributed	30,075
Economic value retained	
Total economic value retained	1,257

(Figures stated in millions of Mexican pesos)

The estimated total sum of ASUR’s community investments in 2024 was \$2,496,110 (Mexican pesos). It is important to note that one of our strategic objectives is to increase this sum until it represents between 0.2% and 0.3% of EBITDA from the previous year.

As per the methodology established in the Global Reporting Initiative’s sustainability reporting guidelines, the figures in this table are based on ASUR’s audited financial statements for the year 2024, which are prepared in accordance with the relevant financial reporting standards. The item “Total economic value generated” corresponds to the company’s revenues. Under “Economic value distributed”, the item of “Payments to providers of capital” includes interests on loans and dividends paid to shareholders. “Payments to governments” correspond to taxes, and the figure for community investments includes all cash donations, as well as the estimated values of donations in kind and work hours used for volunteer projects.

During the year 2024, ASUR did not receive any financial assistance from the Mexican government.



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We are aware of the great environmental value—locally, regionally, and globally—that the regions where we operate have, and we therefore assume the responsibility to take an active role in caring for, protecting and, insofar as possible, restoring local ecosystems. This commitment is a key factor in our strategic decision making processes, as we recognize that our company’s future depends to a great extent on the conditions of the natural environment in the regions where our airports are located.





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Milestones in 2024:

- More than 50% of Mexican airports are now generating solar energy
- Acquisition of electric buses to transport passengers airside
- 9 airports in Mexico obtained ‘Distintivo S’ in recognition of good sustainability practices
- Cancún Airport awarded Green Airport Recognition by ACI for sustainable practices in handling refuse
- Sustainability program at Luis Muñoz Marín Airport in Puerto Rico awarded ‘Airports Going Green’ recognition by the American Association of Airport Executives (AAAE)

Historically, our commitment to the environment has been a top priority for the Group. In 2015, ASUR signed a contract with the company Sunpower (now Prana) to receive up to 80 MWh per year of clean energy for the nine airports in Mexico through a solar power plant. Construction of the plant was concluded in 2022 and to date we are waiting for the Mexican federal government to issue the interconnection permits needed for us to receive this energy.

In 2017, we inaugurated Terminal 4 at Cancún Airport, which was the first airport infrastructure in Mexico to have LEED Gold certification.

This means that the building complies with a strict set of sustainability standards, and was designed and constructed with, for example, smart energy-use systems and high-efficiency air conditioning. Each year, our airports carry out projects intended to respond to the environmental challenges for each location where we operate. These initiatives include:

- | | |
|-------------------------------------|--|
| • Reforestation projects | • Environmental education |
| • Donations to environmental causes | • Awareness campaigns relating to environmental protection |
| • Beach cleaning initiatives | |
| • Conservation of flora and fauna | |

Our airport in Huatulco was the first one in Latin America to obtain Earthcheck Platinum certification. Earthcheck is a global program of environmental and sustainability certifications for the tourism industry. The airport is also the only one in the world to be certified along with its tourist destination. Cozumel Airport has also achieved Silver certification under the same program.

To strengthen our programs and reinforce our response to such relevant environmental challenges as climate change and the conservation of natural resources, this year we took further steps to consolidate our progress toward the achievement of our objectives. We have also established objectives and alliances relating to energy management, the conservation of water resources, the reduction in the generation of waste, the management of our emissions, climate change, and the conservation of biodiversity.





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ENVIRONMENTAL MANAGEMENT

ASUR has a written policy that expressly and formally sets forth the commitment of the company and its subsidiaries to take positive action in relation to the environment. This policy was updated in 2023, and sets forth the commitment assumed by the Group to manage its operations in a way that is ethical, sustainable, and environmentally responsible, with the permanent aim of going beyond regulatory compliance to minimize and, wherever possible, mitigate and compensate any negative environmental impacts of our business activities.

Each of ASUR's airports has an Environmental Management System that establishes guidelines and procedures for aspects such as training, monitoring, emergency response, and the environmental requirements for projects and contractors. The Environmental Management Systems of each of the Mexican airports are currently certified under the ISO 14001 program. In addition, ASUR's Mexican airports have consistently been awarded Environmental Quality Assurance certification, which represents official confirmation by the Mexican environmental authorities that the recipient has complied in full with all observations resulting from the audits conducted by the authorities to enforce Mexican environmental legislation.

To date, no administrative or judicial sanctions, including fines or non-monetary penalties, have been imposed on the company for failure to comply with national, international or local environmental laws or regulations.

All of the executive officers of the company have differing responsibilities relating to environmental issues. Strategic objectives for environmental, social and governance issues have been established for each of them, and depending on the activities of each executive, they represent between 15% and 5% of the performance bonus payable.

On a day-to-day basis, the main responsibility for environmental issues within the organization lies with the Chief Infrastructure and Compliance Officer. This position has responsibility for the oversight of infrastructure management (including infrastructure expansion), as well as all matters relating to the company's compliance with the various regulations it is subject to (including environmental regulations).

ASUR's Operational and Safety Compliance Manager works below the Chief Infrastructure and Compliance Officer and manages a team of environmental coordinators, with members based in each of the airports in the Group.

Within the company's overall strategic approach to environmental matters, each of the airports in the Group establishes its own specific goals in accordance with local condition and, at the Group level, there are strategic objectives that each business unit aligns with.

At present, and in accordance with our objectives, the company has environmental training programs. These are currently focused largely on climate change and the reduction of our emissions. In 2024, more than 2,000 work hours of training were provided to company employees in Mexico relating to environmental issues.

Environmental Management in the Supply Chain

Based on an evaluation of the potential environment risks involved in their operations, the members of our supply chain considered to be the top priority for ASUR are the construction contractors that provide building and remodeling services when our airport facilities are expanded or upgraded.

Construction and maintenance companies are contractually obliged to adhere to the specifications of our environmental management system. The system establishes a series of requirements that contractors must meet, based on an assessment of environmental training needs. The compliance of contractors with these requirements is subject to audits carried out by our Internal Auditing Department. Any instances of non-compliance must be remedied according to the terms and within the timeframe established by the airport, and any failure to do so may constitute grounds for the rescission of the contract in question and the realization of any guarantees.

We also aim to involve our clients in environmental objectives. To achieve this, ASUR's goal is to assist its airline clients in reducing their carbon emissions wherever we can. One of the principal means that we have at our disposal to achieve this is by ensuring fast and efficient taxiing procedures for aircraft after landing and prior to takeoff.

This reduces the distances that aircraft travel, and therefore the amount of fuel they burn, in order to get into position for disembarking passengers or taking off, as applicable. Since taking over the operation of its airports, ASUR has invested considerable sums in airside infrastructure to ensure sufficient operational capacity, and has installed rapid exits on most runways that provide planes with a more direct route to taxi to and from the terminal buildings.

Another measure taken is to ensure that all passenger boarding bridges have electrical connections installed in them so that aircraft can keep critical systems powered up while on the ground, without having to run their engines to generate power. This again reduces the amount of fuel burnt while the aircraft is embarking and disembarking passengers at the terminal building.

We will continue to seek the involvement of our supply chain in the implementation of initiatives and procedures to reduce environmental impact and promote the conservation of natural resources, with a methodology of continuous improvement. For example, in Mexico in 2024 and 2025 we produced our first Scope 3 greenhouse gas emissions inventory relating to the year 2023, based on the measurement of emissions from airlines in the landing and takeoff cycles, the consumption of fossil-fuel energy by concession holders, and modes of transportation used by workers and passengers to access our airports, among other factors.



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ENERGY AND CLIMATE CHANGE

Climate change is currently a critical aspect for our sustainability strategy, as its effects directly impact the company and our stakeholders. We are aware that there is an urgent need for individual and collective action to minimize these effects, and to develop long-term mitigation and adaptation strategies. We have been working for a number of years on a range of initiatives to reduce our greenhouse gas (GHG) emissions, and have also developed a climate strategy as part of our sustainability strategy.



Energy and Emissions

The activities of our airports require the daily use of electricity in all our installations, as well as different types of fuel for the operation of our vehicle fleet. These activities are the source of all our greenhouse gas emissions, so energy management is a key element in our day-to-day operations.

Electricity consumption constitutes our main source of greenhouse gas emissions, as the biggest energy source for our airports in Mexico is the national grid. Among the most important measures that we implement to moderate consumption are expanding infrastructure only when necessary from an operational viewpoint, carrying out regular equipment maintenance and replacements, to ensure that all systems function optimally and efficiently, and additional energy-saving measures like installing air-conditioning traps at the entrances to terminal buildings, using naturally cold water extracted from deep underground in air-conditioning chillers, and automatic power-down systems for equipment that is not in use.

Currently, more than 50% of our airports in Mexico now have solar power technologies. In 2024, we generated and consumed 3,326,394 kWh of renewable energy. For Cancún, this energy represented 3.4% of our total consumption, in Mérida 5.7%, in Oaxaca 69.8%, in Huatulco 37.2%, and Tapachula 9.9%.

Thanks to these solar panel technologies, an accumulated total of 2,978.4 tons of CO₂ equivalent were not emitted into the atmosphere.

We continue to work hard to find ways in which we can limit the consumption of electricity in all our airports, with projects like automated systems to monitor and adjust air conditioning in Mérida Airport, and the newly installed solar panels in Huatulco and Tapachula Airports. Nonetheless, the total amount of electricity consumed in all airports in the Group, including those in Mexico, Puerto Rico and Colombia, increased slightly year-over-year by 3.9% from 2023 to 2024, which reflects an increase in passenger traffic of the same percentage. Per-passenger consumption decreased by 0.1% over the same period.

In the case of fuels, gasoline and diesel are consumed mainly to operate emergency electricity generators, as well as a range of support vehicles, including shuttle buses for transporting passengers to various parts of the airports, utility vehicles, and so on. The total amount of fuel consumed by ASUR's airports in Mexico, Puerto Rico and Colombia decreased from 2023 to 2024 by 13.1%, with the corresponding reduction in per-passenger consumption of 12.6%. The companies in the Group do not use a corporate-owned aircraft to transport executives, board members, or other people.

The measurements of fuel consumption in ASUR's airports include only the fuel used in the facilities and the vehicles that are the property of the airport companies. They do not take into account fuel consumed by the airports' clients, suppliers, or contractors, or that consumed by aircraft for takeoff and landing procedures.

In 2015, in compliance with the Mexican Law on Climate Change, ASUR began reporting its scope 1 and scope 2 carbon emissions to the National Emissions Register (Spanish initials RENE). The methodology used for calculation of these emissions is published by the Mexican Environment and Natural Resources Ministry, and includes emissions factors for converting electricity consumption, fuel consumption, volumes of refrigerants, and so on, into metric tons of CO₂ equivalent.

As per the reporting scheme established by the environmental authorities, our 2018 emissions report was subject to verification by an authorized independent auditor. In 2025, another independent audit of our emissions report for 2024 will be carried out. The inspection process involves site visits, interviews, and examination of supporting documents. The most recent audit in 2022 detected a variation between reported and verified figures of 0.11%, which is considerably below the 5% ceiling required to obtain a reasonable level of assurance.

As part of the company's commitment to reducing greenhouse gas emissions, ASUR has registered its nine Mexican airports and the airport in Puerto Rico under the Airport Carbon Accreditation program, an initiative of Airports Council International that establishes five levels to assist airports in achieving net zero.

As of the date of this report, ASUR's nine airports in Mexico have advanced to level 3 (optimization) under the program, and Puerto Rico is on track to achieve level 2 (reduction). To continue progressing through the program, we have begun working more closely with our value chain on climate-related matters. The six airports in Colombia have also implemented measures to assess their direct (Scope 1) and indirect (Scope 2) carbon footprint.

In 2024, ASUR's nine Mexican airports produced a total of 77,090 tons of carbon dioxide (CO₂) or the equivalent in other greenhouse gases. The increase with regard to the previous year was in large part due to the replacement of air conditioning equipment, and therefore the corresponding refrigerants, particularly in the airports at Cancún, Huatulco, Mérida and Veracruz.

Indirect GHG emissions resulting from the airports' electricity consumption remain an important source of emissions: in Mexico they represented 53,310 tons of CO₂ in 2024, or 69% of total emissions.



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CARBON EMISSIONS REPORT

All figures expressed in tons of CO2 equivalent, Mexican airports only

	2021	2022	2023	2024
Scope 1 Emissions (Direct)				
Diesel	1,179.52	1,105.16	1,366.54	1,395.01
Gasoline	630.24	637.59	477.40	470.78
Liquid Petroleum Gas	25.39	31.96	36.56	32.67
Refrigerants & Fire Extinguishers	3,566.91	5,186.41	5,109.01	21,881.50
Total Scope 1 Emissions	5,402.06	6,961.13	6,989.51	23,779.96
Scope 2 Emissions (Indirect)				
Electricity Consumption	44,801.60	49,058.23	52,199.76	53,309.83
Total Scope 2 Emissions	44,801.60	49,058.23	52,199.76	53,309.83
TOTAL EMISSIONS, SCOPES 1 & 2	50,203.66	56,019.35	59,189.26	77,089.78
CARBON INTENSITY (kgCO2e / PAX)	1.72	1.42	1.36	1.86

In 2024 and 2025, we concluded the process of calculating the **Scope 3 carbon footprint for the airports in Mexico relating to the year 2023**, which resulted in 1,153,800 tons of CO2 equivalent (tCO2e). The total footprint including Scopes 1, 2 and 3 for 2023 is therefore 1,212,989 tCO2e, and the emissions that are under direct control by the company (Scopes 1 and 2) represent 6.4% of the total inventory

The airport in San Juan, Puerto Rico, reported the following emissions for 2023 (tCO2e):

	Scope 1	Scope 2	Total S1 and S2
Puerto Rico	2,223.91	37,357.57	39,581.48



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ENVIRONMENTAL PERFORMANCE IN FIGURES ALL AIRPORTS

TOTAL FIGURES

Parameter	Unit	2022	2023	2024	% change '24 vs '23
Total water consumption (a)	m3	1,646,300	1,798,114	1,906,327	6.0%
Total water discharged (b)	m3	1,047,458	1,271,475	1,279,745	0.7%
Net water consumption (a-b)	m3	598,842	526,640	626,581	19.0%
Total electricity consumption	kWh	176,700,753	188,068,700	195,393,534	3.9%
	GJ	636,123	677,047	703,417	3.9%
Total hazardous waste produced	kg	62,679	46,300	49,474	6.9%
Total non-hazardous waste produced	t	10,121.3	11,581.0	10,840	(6.4%)
Non-hazardous waste recycled	t	1,359.7	1,526.1	1,752	14.8%
% of Non-hazardous waste recycled		13%	13%	16%	
Total fuel consumption	l	1,187,457	1,101,011	957,293	(13.1%)

per-passenger basis

Parameter	Unit	2022	2023	2024	% change ('24 vs '23)
Total water consumption per PAX (a)	l/pax	24.8	25.5	26.7	4.9%
Water discharged per PAX (b)	l/pax	18.7	21.8	22.0	1.2%
Net water consumption per PAX (a-b)	l/pax	6.1	3.7	4.7	26.9%
Electricity consumption per PAX	kWh/pax	2.7	2.7	2.7	2.8%
	MJ/pax	9.6	9.6	9.9	2.8%
Hazardous waste produced per PAX	g/pax	0.94	0.66	0.69	5.7%
Non-hazardous waste produced per PAX	kg/pax	0.20	0.21	0.20	(4.7%)
Fuel consumption per PAX	ml/pax	21.2	18.9	16.5	(12.6%)



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ENVIRONMENTAL PERFORMANCE IN FIGURES BY COUNTRY

País TOTAL FIGURES

País	Parameter	Unit	2022	2023	2024	% change '24 vs '23
México	Total water consumption (a)	m3	891,669	965,555	1,001,503	3.7%
	Total water discharged (b)	m3	428,664	587,189	537,060	(8.5%)
	Net water consumption (a-b)	m3	463,005	378,367	464,443	22.7%
	Total electricity consumption	kWh	112,777,532	119,177,525	120,067,174	0.7%
		GJ	405,999	429,039	432,242	0.7%
	Total hazardous waste produced	kg	12,089	12,051	10,829	(10.1%)
	Total non-hazardous waste produced	t	7,438	8,306	6,855	(17.5%)
	Non-hazardous waste recycled	t	966	1,076	1,009	(6.2%)
	% of Non-hazardous waste recycled		13.0%	13.0%	15%	
	Total fuel consumption	l	672,979	700,909	705,937	0.7%

País	Parameter	Unit	2022	2023	2024	% change '24 vs '23
Puerto Rico	Total water consumption (a)	m3	466,861	499,391	507,943	1.7%
	Total water discharged (b)	m3	389,129	417,844	425,409	1.8%
	Net water consumption (a-b)	m3	77,732	81,547	82,534	1.2%
	Total electricity consumption	kWh	45,139,538	50,579,356	56,150,748	11.0%
		GJ	162,502	182,086	202,143	11.0%
	Total hazardous waste produced	kg	9,541	7,049	7,300	3.6%
	Total non-hazardous waste produced	t	2,004	2,292	2,524	10.1%
	Non-hazardous waste recycled	t	109	127	106	(16.2%)
	% of Non-hazardous waste recycled		5.4%	5.5%	4%	
	Total fuel consumption	l	223,538	186,713	183,176	(1.9%)

País	Parameter	Unit	2022	2023	2024	% change '24 vs '23
Colombia	Total water consumption (a)	m3	287,770	333,168	396,881	19.1%
	Total water discharged (b)	m3	229,666	266,442	317,277	19.1%
	Net water consumption (a-b)	m3	58,104	66,726	79,604	19.3%
	Total electricity consumption	kWh	18,783,683	18,311,819	19,175,612	4.7%
		GJ	67,621	65,923	69,032	4.7%
	Total hazardous waste produced	kg	41,049	27,201	31,345	15.2%
	Total non-hazardous waste produced	t	679	982	1,461	48.7%
	Non-hazardous waste recycled	t	285	323	636	96.9%
	% of Non-hazardous waste recycled		41.9%	32.9%	44%	
	Total fuel consumption	l	290,939	213,389	68,181	(68.0%)

per-passenger basis

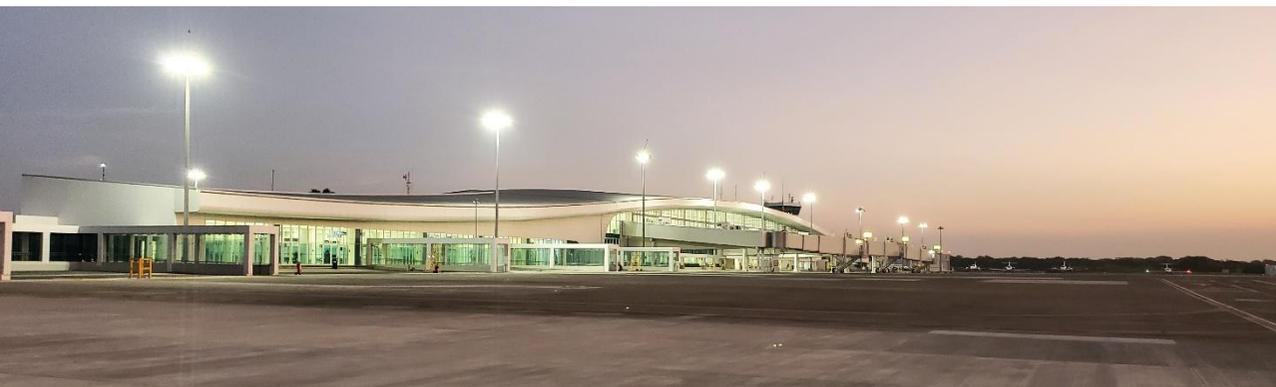
Parameter	Unit	2022	2023	2024	% change '24 vs '23
Total water consumption per PAX (a)	l/pax	22.6	22.2	24.2	8.9%
Water discharged per PAX (b)	l/pax	10.8	13.5	13.0	(4.0%)
Net water consumption per PAX (a-b)	l/pax	11.7	8.7	11.2	28.8%
Electricity consumption per PAX	kWh/pax	2.9	2.7	2.9	5.7%
	MJ/pax	10.3	9.9	10.4	5.7%
Hazardous waste produced per PAX	g/pax	0.31	0.28	0.26	(5.7%)
Non-hazardous waste produced per PAX	kg/pax	0.19	0.19	0.17	(13.4%)
Fuel consumption per PAX	ml/pax	17.0	16.1	17.0	5.7%

Parameter	Unit	2022	2023	2024	% change '24 vs '23
Total water consumption per PAX (a)	l/pax	45.3	40.9	38.3	(6.3%)
Water discharged per PAX (b)	l/pax	37.7	34.3	32.1	(6.3%)
Net water consumption per PAX (a-b)	l/pax	7.5	6.7	6.2	(6.8%)
Electricity consumption per PAX	kWh/pax	4.4	4.1	4.2	2.2%
	MJ/pax	15.8	14.9	15.3	2.2%
Hazardous waste produced per PAX	g/pax	0.93	0.58	0.55	(4.6%)
Non-hazardous waste produced per PAX	kg/pax	0.19	0.19	0.19	1.4%
Fuel consumption per PAX	ml/pax	21.7	15.3	13.8	(9.7%)

Parameter	Unit	2022	2023	2024	% change '24 vs '23
Total water consumption per PAX (a)	l/pax	17.4	22.4	23.8	6.6%
Water discharged per PAX (b)	l/pax	13.9	17.9	19.1	6.5%
Net water consumption per PAX (a-b)	l/pax	3.5	4.5	4.8	6.7%
Electricity consumption per PAX	kWh/pax	1.1	1.2	1.2	(6.3%)
	MJ/pax	4.1	4.4	4.1	(6.3%)
Hazardous waste produced per PAX	g/pax	2.49	1.83	1.88	3.1%
Non-hazardous waste produced per PAX	kg/pax	0.04	0.07	0.09	33.1%
Fuel consumption per PAX	ml/pax	17.6	14.3	4.1	(71.4%)



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Climate Change Management

At ASUR, we aim to contribute to the decarbonization of the air transport sector, by both focusing on our own emissions and acting as agents for change with other industry participants, establishing collaborative initiatives to accelerate this process. In 2023, we signed our commitment letter with the SBTi initiative to establish targets to reach net zero. We will be reporting annually on progress towards each of our climate-change objectives, with the baseline of our emissions inventory from 2018.

Our Vision for 2050: the Road to Net Zero

The frame of reference for our Climate Plan is the UN Sustainable Development Goal 13: Climate Action, and we have assumed a public commitment to work toward the goals of the Paris Agreement, which consists of limiting global warming to no more than 1.5°C. To achieve this, we will need to reach net zero emissions by 2050, with mechanisms to accelerate change such as our participation in the ACA program and our public commitment to SBTi.

Our Sustainability Committee is the corporate governance body responsible for evaluating and approving our climate-related strategic objectives. The Committee also provides feedback on climate strategy and monitors progress toward our climate goals.

Description of Our Emissions: Scopes 1, 2 and 3

- **Scope 1 emissions:** These are mainly the refrigerants used in air conditioning systems, fire extinguishers, and the fuel used in vehicles, including the airside buses that transport passengers to and from aircraft, utility vehicles, and so on.
- **Scope 2 emissions:** location-based, from consumption of electrical energy.
- **Scope 3 emissions:** indirect emissions from our value chain. These emissions are assessed to constitute at least 90% of total emissions. In accordance with the Corporate Value Chain (Scope 3) Accounting and Reporting Standard of the Green House Gas Protocol, we have identified the following categories of Scope 3 emissions: capital goods, purchased goods and services, waste generated in operations, energy related activities (not included in Scopes 1 or 2), business travel, employee commuting, leased assets, downstream transportation and distribution, investments, use of services provided.

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Strategic Objectives

Overall Objective: To be an airport group that has zero total net emissions (2050)

Objective	Target Year
Carry out and support training, investigation, and education activities within and outside the organization, to increase our sphere of influence	2023-2050
Create Scope 1, 2 and 3 emissions inventory for all airport operated by ASUR based on the GHG Protocol calculation methodology	2025
Include Colombian airports in Airport Carbon Accreditation program and reach levels 3 in the airports in Mexico and 2 in Puerto Rico	2026
Generate solar energy in situ in all airports in Mexico, Puerto Rico and Colombia	2026
Achieve carbon neutrality in all airports operated by ASUR	2030
Obtain 95% of energy from clean, renewable sources	2030
Reach level 4 in Airport Carbon Accreditation program in all airports operated by ASUR	2030
Achieve net zero emissions in all airports operated by ASUR, including our value chain (reduce our emissions by at least 90% and neutralize residual emissions)	2050

Tactical Mechanisms

We will achieve the objectives mentioned through the following programs:

Program	Tactical Area	Mechanisms
 Carbon Neutrality Scopes 1 and 2	Renewable energies Energy efficiency Sustainable vehicles fleet, ASUR Compensation measures	Investments in infrastructure Investments in environmental projects Staff training Specialized external consulting
 Commitment to Value Chain Scope 3	Sustainable mobility Sustainable aviation Contractual standards for works contractors	Alliances and synergies with value chain Training for value chain Specialized external consulting
 Commitment to community and biodiversity	Support for environmental protection and restoration activities Support for research activities Support for educational activities Support for awareness campaigns	Intersectorial alliances Participation in regional, national and international programs and forums

Following our roadmap, the main progress we have made toward achieving our climate strategy under the Carbon Neutrality program, is as follows:

- Acquisitions of the first in our fleet of sustainable vehicles, with the purchase of 4 electric buses that will initially be used at Cancún Airport.
- Production of our first Scope 3 greenhouse gas emissions inventory (for the year 2023) and collaboration with value chain.
- Training courses for administrators, managers and other key positions relating to measurement, reduction, mitigation, and compensation of greenhouse gas emissions.

It is important to mention that as we aim to achieve carbon neutrality by 2030, over the coming years we will seek to supply our airports with at least 95% clean electricity. As we have already mentioned, ASUR has a contract with the company Prana under which it will received up to 80 MWh per year of clean energy for the 9 airports in Mexico via a solar plant. As of this date, we are awaiting a decision by the Mexican federal government to issue the necessary permits for the plant to be connected to the national grid, so that we can begin receiving this electricity, equivalent to approximately 67% of all electricity consumed in all the airports in Mexico. If this project cannot be concluded in the short term, ASUR will seek alternative sources of renewable energy to achieve this objective.

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Risks and Opportunities: Adaptation and Resilience

Risk Management

ASUR has a permanent risk assessment program, with oversight from the company’s independent Audit Committee, to identify and assign priorities to each risk based on the probability that they will occur and the potential human and economic cost. We are currently addressing the most immediate concerns by ensuring that all at-risk airports have adequate insurance coverage for floods, hurricanes, and other natural disasters, as well as physical protections such as storm shutters and flood containment infrastructure. Our hurricane monitoring center, based in Mérida Airport, carries out preparedness campaigns for the airport communities, and ensures that adequate warning is circulated of any approaching cyclones.

Transition Risks

Classification	Risk	Financial Implications	Time Horizon
Market and reputation	Demand for low-carbon business and services	Decrease in revenues and investment	Short and medium term
	Increase in stakeholder awareness and expectations for company’s action on climate change	Reputational risk	
	Non-compliance with public emissions reduction commitments	Poor performance against competitors	
Political and legal	Restrictive regulatory framework with fines or taxes relating to company emissions	Costs associated with failure to achieve established metrics	Medium and long term
	Development of policies to fix carbon pricing in Mexico, Puerto Rico and Colombia	Alignment with new regulatory frameworks	
Technological	Technological advances that facilitate access to sources of renewable energy and development of new technologies	Costs associated with new investments and training to use equipment	Short and medium term

Resilience, Mitigation and Adaptation Measures

- Development and publication of our net zero transition plan
- Joining public initiatives like SBTi to provide annual disclosure of our progress in this transition
- Monitoring and advance preparation for new national and international regulations
- Participation in global training programs, as well as information forums to receive updates on new goals, regulations, required disclosures, certifications, and commitments
- Budget assigned to investments in solar energy generating technology, as well as training by expert global bodies on calculating and reducing our emissions
- Budget assigned to training and external assurance on the calculation of our emissions, to maximize our resources and generate the highest possible impact

Physical Risks

Risk	Description	Financial Implications	Time Horizon
Water stress	Reduction in availability of water resources due to temperature increases and variation in water cycles	Acquisition of water from external sources to supply airports	Short and medium term
Extreme climate events	More frequent and extreme heatwaves, cyclones, hurricanes, and flooding, sea-level rise	Insurance costs, loss of tourist passengers, cost of repairs, increased electricity consumption, suspension of air services, lack of land for expansion, legal implications and complications for infrastructure projects	Short and medium term
Loss of habitats and biodiversity	Result of changes in weather patterns, loss of native species and habitats that are main attraction for our airports’ tourist destinations	Loss of tourist attractions and, therefore, passengers	Short and medium term

Physical Risks, Transition Risks, and Opportunities

Physical Risks, Transition Risks, and Opportunities

Based on the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), we have carried out a qualitative risk analysis to identify our physical and transition risks, as well as any business opportunities, using different public reference scenarios provided by the Intergovernmental Panel on Climate Change (IPCC). For each type of risk, we have established adaptation and resilience measures to reaffirm the stability of the Group.

Climate scenarios with physical risks *(established by the IPCC)*:

- Scenario RCP 8.5 (business as usual): no mitigation measures; this refers to a pathway in which nothing changes, and emissions continue to increase at the same rate as at present.
- Scenario RCP 4.5 (intermediate mitigation): assumes that global emissions of greenhouse gases will peak around 2040 and then begin to decline.
- Scenario RCP 2.6 (2°C of warming): a scenario in which effective mitigation measures have been taken, to approach compliance with the Paris Agreement goal of keeping global temperatures within 2 degrees Celsius above preindustrial levels. However, this scenario does not comply with the goal of the Paris Agreement, of limiting warming to 1.5°C.
- Scenario RCP 1.9: the only scenario in which the goal of the Paris Agreement to limit the increase in global temperature to 1.5°C this century is achieved.



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Specific Physical Risks by Airport

Airport	Postal code	Approximate distance from ocean at closest point (m)	Height above average sea level (m)	Climate Event	Observations	Risk of Flooding *
San Juan	CP00979	303	3	Hurricane María, 2017	Maximum storm surge 4.6 m; airport affected by flooding	High
Cozumel	CP77600	750	4	Hurricane Beryl, 2024	Maximum storm surge 2.1 m; airport affected by winds but not flooding	Medium
Cancún	CP77569	5,100	5	Hurricane Beryl, 2024	Maximum storm surge 2.1 m; airport affected by winds but not flooding	Medium
Minatitlán	CP96340	7,580	10	Hurricane Mitch, 1998	Airport unaffected by winds and flooding	Medium
Mérida	CP97295	39,720	14	Hurricane Milton, 2024	Maximum storm surge 3 m; airport affected by winds but not flooding	Medium
Veracruz	CP91698	8,826	21	Hurricane Karl, 2010	Airport affected by flooding caused by rainfall	Medium
Tapachula	CP30700	9,132	24	Hurricane Stan, 2005	Airport affected by flooding caused by rainfall	Medium
Montería	CP230009	52,605	12	---	---	Low
Villahermosa	CP86280	50,812	13	Intense rainfall, 2007	Airport affected by flooding caused by rainfall	Low
Carepa	CP057850	55,962	13	---	---	Low
Quibdó	CP270002	68,882	55	---	---	Low
Huatulco	CP70985	8,946	134	Hurricane Pauline, 1997	Airport unaffected by winds and flooding	Low
Corozal	CP705037	30,252	162	---	---	Low
Medellín	CP050035	203,737	1,492	---	---	Low
Oaxaca	CP71231	131,235	1,522	---	---	Low
Rionegro	CP054047	211,704	2,134	---	---	Low

Resilience, Mitigation and Adaptation Measures

- Maintenance of comprehensive insurance coverage in those airports subject to risk of flooding, hurricanes, and other natural disasters
- Physical protection, such as hurricane shutters and water containment infrastructure
- Investments under Master Development Program to install rainwater capturing systems in the airports
- The hurricane monitoring center based in Mérida Airport carries out preparedness campaigns for the airport communities, and ensures that adequate warning is circulated of any approaching cyclones
- Alliances with organizations that have expertise in environmental protection and restoration, to support biodiversity projects and conservation education.

Opportunities Identified

- Improvement in company's reputation among ratings agencies, certifications, and sustainability indices
- Increased market value due to resilience and capacity for adaptation
- Attraction of new investors and access to new capital markets
- Improvement in reputation among clients that have a preference for more sustainable airport services
- Support in the company and its value chain for the transition to a low-carbon economy, contributing to the decarbonization of the air transport industry
- Incentives for investment in low-carbon airport operations
- Access to carbon markets
- Adoption of cost-saving technologies
- Reduced dependence on fossil-fuel energy sources and the associated costs
- Development of intersectorial alliances and collaborative networks for innovation and the propagation of best practices in order to comply with the objectives set forth in the Paris Agreement, both in the airport industry and in other economic sectors.

* Based on IPCC projection of sea-level rise of 50 cm by 2050 compared to 1900 baseline (scenario classified as low probability, very high impact)



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Our objective is to reduce our net water consumption that is, the quantity of water extracted in cubic meters minus the quantity of water discharged

WATER

ASUR is committed to responsible ground and wastewater management in all locations where we have operations. Our objective is to reduce our net water consumption—that is, the quantity of water extracted in cubic meters minus the quantity of water discharged in cubic meters—which we intend to achieve by investing in systems for capturing rainwater, installing low-flow equipment, ensuring that our treatment plants are always kept in optimal conditions, and other initiatives.

The company has therefore established appropriate systems for managing both our water consumption and the wastewater and other effluents produced in the airports. According to information published by the Mexican National Water Commission (CONAGUA), the regions where we operate in Mexico do not currently suffer from water stress. However, there is a considerable amount of urban development in the southeast, and ever greater connectivity with the rest of the country, so according to the precautionary principle we will continue to focus efforts on protecting water sources and reducing consumption. We are currently working to identify the status of water resources in the relevant regions of Puerto Rico and Colombia.

In accordance with the permits issued by the relevant authorities, the company extracts fresh water to supply airport terminals. The chillers in the company's largest-capacity air conditioning systems use brackish water extracted at low temperatures from deep underground, and therefore do not place a burden on local sources of water for drinking or irrigation.

All wastewaters are given the appropriate treatments and then discharged into the environment, after the quality testing required by the authorities.

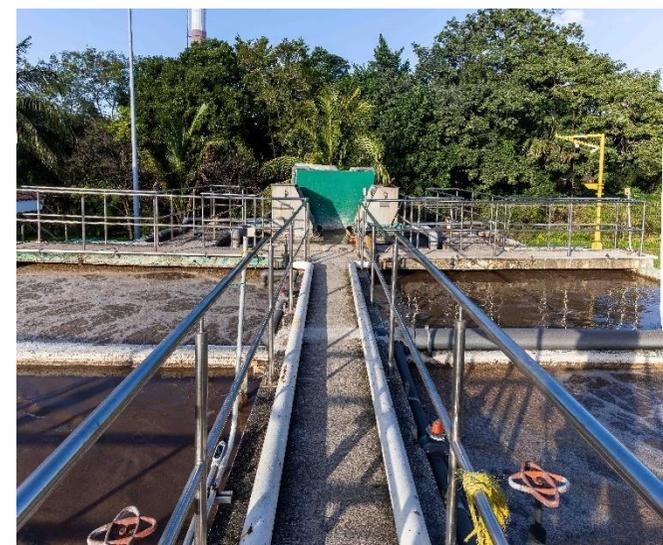
Eight of ASUR's nine Mexican airports are equipped with on-site treatment plants that receive all wastewater from terminals and administrative buildings. Cozumel Airport disposes of wastewater via the island's municipal sewage treatment system. The airports' plants use biological, mechanical, and chemical treatment processes to purify wastewater to a standard where it is clean enough to be either reused or discharged without presenting

a risk to other water sources. The water that is recycled is mainly used for watering green areas, which helps to reduce the demands placed by the airports on local resources. Any water that cannot be stored and used for this purpose is released into either the subsoil or into local wetlands, in accordance with the permits issued by Mexico's National Water Commission (CONAGUA).

ASUR also takes care to ensure that the quality of the storm water that runs off our airport facilities is in full compliance with local regulations. Given the weather conditions in the regions where we operate, no de-icing or anti-icing fluids are used in any of the airports in the group. Furthermore, the company has equipment and systems in place on the aircraft aprons of each of our airports to ensure that any spills of liquids such as fuels or oil are appropriately eliminated before they can be flushed into local water sources.

As part of our strategic objectives relating to the conservation of water resources, in the short term we have set ourselves the targets of making investments under the Master Development Programs to collect and use rainwater, especially in those airports where water scarcity is predicted for the medium term. With this, we intend to reduce the volume of water extracted from local sources and lessen stress on regional water tables. Additionally, besides continually monitoring the state of water resources where we operate, we are developing a preventive approach by not only reducing the amount of water extracted and increasing the amount of water discharged and recycled, but also by supporting investigation and education for the conservation of water resources and biodiversity. These activities are fundamental in maintaining the quality and quantity of water supplies.

In 2024, total water consumption in all of ASUR's airports, including Mexico, Puerto Rico and Colombia, rose by 6.0% in comparison to the previous year. Water consumption per passenger increased by 4.9%. As a priority, ASUR will continue to work to find ways in which our consumption of this vital natural resources can be reduced.



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NOISE



As an airport operator, noise and noise pollution is a relevant issue for our stakeholders. To ensure that we remain within the relevant regulatory and legal limits, every five years we carry out noise-mapping activities at each of our Mexican airports. These services are contracted with specialized companies, who use recognized methodologies approved by the International Civil Aviation Organization (ICAO), which allow us to identify and monitor the areas that may be affected by noise levels generated in landing and takeoff processes in our airports.

It is important to note that many of our airports are located in relative isolation, without towns or communities in close proximity that may be affected by the noise produced by our operations. Since we began operating our concessions, we have received no complaints relating to aircraft noise during takeoff and landing movements at our airports.

WASTE

An important aspect in ensuring that our operations do not damage local environments and ecosystems is to make sure that all the waste materials generated in our airports are appropriately disposed of. Consequently, each airport has waste management facilities for hazardous and non-hazardous waste.

All waste materials classified as hazardous under local legislation are safely stored, appropriately labelled, and disposed of in strict adherence to the applicable regulations. Non-hazardous waste is handled in separate facilities to avoid cross-contamination.

In 2024, Cancún Airport generated approximately 57% of all the non-hazardous waste in the Group, which is a reduction compared to the previous year when it accounted for 65%. At this airport we have continued to implement our integral waste management initiative, and the other airports have also made progress on their respective waste recycling programs. Recycling accounted for 39% of total waste in Oaxaca, 55% in Cozumel, and 44% in the Colombian airports, with a global figure for the entire Group of 16% of all non-hazardous solid waste recycled.

In 2024, we participated in the Green Airport Recognition awards organized by Airports Council International (ACI). The initiative seeks to recognize and promote best practice for reducing environmental impacts in the aviation industry. Cancún Airport was recognized for its innovative waste handling practices based on the principles of circular economy. We aim to achieve yearly increases in the percentage of waste recycled in all our airports compared to a baseline of 2022, and in the long run using the same principles of circular economy our goal is to dispose of no waste in landfills.





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COMMITMENT TO BIODIVERSITY

ASUR is aware of the high biodiversity value of the regions where we operate, in Mexico and Colombia—which are both countries with megadiversity of plant and animal species—as well as in Puerto Rico. Although we operate on land that is provided under concession by federal governments, we recognize and assume the role and responsibility we have in conserving biodiversity. Our commitment extends to the responsible management of wildlife, and limiting degradation of ecosystems and natural habitats, based always on a preventive approach.

We are also seeking, by means of our sustainability strategy, to increase our impact on the conservation and restoration of biodiversity—that is, we want to go beyond mere regulatory compliance. One of our short-term objectives is to develop an environmental conservation and restoration strategy to promote environmental initiatives in collaboration with external allies.



Biodiversity Management

The issue of site selection for our airports is one that is not under the full control of the company, as the land and installations comprising the airports belong to national governments and are operated under concession by ASUR and its subsidiaries. However, wherever possible attempts are made to minimize airport operations in protected areas and/or areas of high biodiversity value.

The most significant impact in terms of biodiversity generated by our operations is the expansion of infrastructure. Since ASUR began operating each of the airports in Mexico, Puerto Rico and Colombia, there has only been one major expansion of an airport outside the area already assigned to each facility. This was for the land necessary to build the second runway at Cancún Airport, completed in 2009.

ASUR consults with local environmental authorities and external consultants on impact assessments such as these. Once new infrastructure becomes operational, the effectiveness of biodiversity management measures is subject to constant monitoring by the environmental team located in our airports.

As a company, we follow the principles of the Mitigation Hierarchy as a measure to manage biodiversity. In the first instance, we will try to avoid altogether any alteration of areas that are important habitats. If this is not possible, we try to minimize impact in the area, restore any damage caused, and finally compensate any unavoidable impacts in the area in question or outside it. This management model is the basis for all current and future infrastructure expansion projects.

The company also implements responsible wildlife-management measures to protect the fauna present in our airports and reduce the risk of impacts between animals and aircraft at our airports, both on the ground and in the air. One of the most significant risks is that of birdstrike, which may cause significant damage to aircraft. ASUR counters this risk by using trained hawks, acoustic scarecrows, and other methods to scare away birds and prevent them from nesting on airport grounds; the method causes no damage to the bird populations themselves, while mitigating risks to aviation safety.

During 2024, different infrastructure expansion projects were implemented in the airports at Cancún and Oaxaca. As in all infrastructure expansion projects, detailed environmental impact assessments were carried out and the corresponding mitigation measures were implemented. In the case of the project in Cancún, we are investing in an ecological restoration program for approximately 150,000 m² of mangrove flora and fauna in the protected area known as Manglares de Nichupté.



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Conservation of Biodiversity

One of the material issues that we have begun reinforcing in 2024 is the conservation of biodiversity beyond our facilities. We are aware that the majority of passengers that travel through our airports do so as tourists and they come to enjoy the natural beauty of these landscapes, but we are also conscious of the fact that our operations take place in regions that constitute important biological corridors representing habitats for many emblematic species, some of which are classed as at risk.

As a first step, we have mapped the key areas for biodiversity close to the airports we operate.



Airport	Geographic location	Location relative to protected area	Biodiversity value	National or international body
Cancún	Quintana Roo, México	Proximity to: Nichupté Mangrove protected area (Ramsar 1777) West Coast of Isla Mujeres, Punta Can. and Punta Nizuc national park Mexican Caribbean Coast nature reserve (Ramsar 1351) Puerto Morelos Reef national park (Ramsar 1343)	Relict of larger wetlands associated with Nichupté lagoon system Part of Mesoamerican reef system 2nd largest reef system in the world At least 65 at-risk species in the region	SEMARNAT/ CONANP RAMSAR/UNESCO
Cozumel	Quintana Roo, México	Proximity to: Cozumel Reefs national park (Ramsar 1449) Northern Cozumel Island protected area (Ramsar 1921)	Nature reserve: areas under UNESCO MaB (Man and Biosphere) program Home to at least 286 species Contains almost 40% of flora of Quintana Roo State	SEMARNAT/ CONANP RAMSAR/UNESCO
Huatulco	Oaxaca, México	Proximity to: Huatulco national park Basins and corals in Huatulco coastal zone (Ramsar 1321)	Species in coastal zona under UNESCO MaB program Home to 2380 species -> 70 at-risk species Large number of endemic species	SEMARNAT/ CONANP RAMSAR/UNESCO
Mérida	Yucatán, México	Proximity to: Dzibilchantún national park Relatively close to Ring of Cenotes (Ramsar 2043)	Home to 1014 species -> 19 at-risk species Recharge zone for Yucatán Peninsula Aquifer Highly important for hydrology in the region Source of fresh water used by fauna throughout Yucatán State Resting place for various aquatic bird species on migratory routes	SEMARNAT/ CONANP RAMSAR/UNESCO
Minatitlán	Veracruz, México	Relative proximity to: Los Tuxtlas nature reserve	Area of global importance for conservation: far southern limit of tropical forest on American continent Home to 6650 species -> 334 at-risk species Important for water supply to city of Minatitlán Area under UNESCO MaB program	SEMARNAT/ CONANP
Oaxaca	Oaxaca, México	Proximity to: Benito Juárez national park	Home to 989 species -> 22 at-risk species Important for water supply to city of Oaxaca Important area for bird conservation	SEMARNAT/ CONANP/CONABIO
Tapachula	Chiapas, México	Proximity to: Cabildo-Amatal area subject to ecological conservation (Ramsar 1771)	Home to 344 species Important area for bird conservation Wetlands act as protection for coastline, by maintaining stability and defending against external meteorological events	RAMSAR/UNESCO
Veracruz	Veracruz, México	Proximity to: Veracruz Reef System national park (Ramsar 2014) Within: Inter-Dune Lagoon System of City of Veracruz (Ramsar 1450)	Area under UNESCO MaB program 26 reef structures protecting coastline against hurricanes At least 11 at-risk species	SEMARNAT/ CONANP RAMSAR/UNESCO



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As a first step, we have mapped the key areas for biodiversity close to the airports we operate.



Airport	Geographic location	Location relative to protected area	Biodiversity value	National or international body
Villahermosa	Tabasco, México	Relative proximity to: Centla Swamps nature reserve (Ramsar 733)	Home to 1245 species -> 71 at-risk species Largest wetland in North America Aquifer recharging and discharging	SEMARNAT/ CONANP RAMSAR/UNESCO
Puerto Rico	San Juan, Puerto Rico	Proximity to: Isla Verde reef (marine reserve) Piñones state forest (nature reserve)	Home to species protected by Federal Government; At least 4 at-risk species; Important area for conservation of marine species; Home to at least 80 species; Only remaining heron nesting site	Departamento de Recursos Naturales y Entornos de PR Ministerio de Ambiente y Desarrollo Sostenible
Rionegro	Antioquia, Colombia	Proximity to: Río Nare national forest reserves		Ministerio de Ambiente y Desarrollo Sostenible
Medellín	Antioquia, Colombia	Proximity to: Valle de Aburra Rio Cauca regional watershed districts, El Silencio - La Laguna civil society nature reserve, Cerro el Volador regional metropolitan nature Parks, Cerro Nutibara Eco-Park leisure area, Río Nare national forest reserves		Ministerio de Ambiente y Desarrollo Sostenible
Montería	Córdoba, Colombia	Proximity to: Ciénaga de Corralito soil conservation district Sierra Chiquita and Humedales soil conservation districts		Ministerio de Ambiente y Desarrollo Sostenible
Carepa	Antioquia, Colombia	Proximity to: Ríos León y Suriquí wetlands regional nature parks		Ministerio de Ambiente y Desarrollo Sostenible
Quibdó	Chocó, Colombia	-		
Corozal	Sucre, Colombia	-		

*México: Comisión Nacional de Áreas Naturales Protegidas, Secretaría de Medio Ambiente y Recursos Naturales; NORMA Oficial Mexicana NOM-059-SEMARNAT-2010, Protección Environment-Especies nativas de México de flora y fauna silvestres; APFF-Área de Protección de Flora y Fauna; PN-Parque Nacional; RB-Reserva de la Biosfera ; *Puerto Rico: Departamento de Recursos Naturales y Entornos; Ley Núm. 274 de 26 de septiembre de 2012; *Colombia: Ministerio de Ambiente y Desarrollo Sostenible, Registro Único Nacional de Áreas Protegidas

We are making progress on creating long-term alliances with organizations that are globally recognized for their contributions to the development and implementation of environmental conservation and sustainable living projects. On the basis of these alliances, we hope to support the conservation of emblematic species in the southeast of Mexico and the creation of new areas set aside for environmental restoration and conservation. We hope to begin reporting on this in subsequent reports.

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Section 6.0

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ASUR's 2024 Sustainability Report has been produced in accordance with the following global reporting frameworks



Global Reporting Initiative (GRI)

The GRI reporting framework includes indicators that are relevant for our business, including specific indicators for our sector. Information relating to each indicator may be found on the referenced page. Unless otherwise stated, data and descriptions apply to the company as a whole and correspond to the year ending December 31st, 2024.



Task Force on Climate-Related Financial Disclosures (TCFD)

Under this index we present information according to the recommendations of the Financial Stability Board relating to our climate-change-associated risks.



Sustainability Accounting Standards Board (SASB)

Under this framework, we present relevant information for our operations under the professional and commercial services sector. For additional information on ASUR'S financial performance, please see our Annual Financial Report (20-F) for the year 2024 available at: <https://www.asur.com.mx/informacion-financiera-page>

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APPENDIX A

POLICY ON HUMAN RIGHTS

Title: **RESPECT FOR HUMAN RIGHTS**
 Area responsible: **CHIEF EXECUTIVE OFFICER**
 Code: **ORG-06**

I. OBJECTIVE

To establish the express, formal commitment assumed by Grupo ASUR to defend and promote the spirit of human rights, both of its own employees and direct partners and those of third parties, within and beyond the companies that form part of the Group.

II. SCOPE

The obligations of Grupo ASUR in this matter will be applicable for all companies in the Group, as well as the Group's sphere of influence: that is, they will extend to all persons with whom the company maintains contractual, community, social or geographic links.

III. POLICY

1. GENERALE CLAUSES

1.1 Grupo ASUR assumes the obligation to be conscious of and promote human rights, which shall be considered among the fundamental criteria for the operations of the companies in the Group and their decision making processes. To this end, Grupo ASUR is committed to ensuring respect for these rights within its facilities, and to promoting them externally.

1.2 Grupo ASUR will at all times respect and protect human rights, including but not limited to the following:

a. The right to life, in accordance with which the companies in the Group shall ensure that their employees have safe facilities in which

to carry out their activities, where the risk of accidents is minimized and conditions are promoted that are conducive to good health;

b. The right to personal integrity, in accordance with which the companies in the Group shall prohibit any behavior that is demeaning or which is detrimental to the physical or mental wellbeing of their employees;

c. The right to non-discrimination, in accordance with which all companies in the Group shall guarantee equal treatment for all employees;

d. The right to exercise fundamental liberties, in accordance with which the companies in the Group will promote freedom of expression, encouraging frank and free communication between employees at all levels of the organization, freedom of association and assembly, religious freedom and other social and cultural freedoms;

e. The right to privacy, honor and a family life, in accordance with which the companies in the Group shall provide a source of decent, productive work, and shall afford the appropriate priority to the family relations of their employees;

f. The right to information and the right to participation, in accordance with which the companies in the Group shall stimulate constant, candid dialogue and information flows from company to employee and vice versa, maintaining the necessary communication channels for this purpose;

g. The right of defense, in accordance with which the companies in the Group shall ensure that in all internal matters in which an employee is involved, they shall have the appropriate opportunity to present any arguments they consider relevant, which shall be

assessed and taken into consideration; and

h. The right to a life free from violence, in accordance with which the companies in the Group shall under no circumstances tolerate physical aggression of any nature against an employee or their family members, or against any person using their facilities.

2. COMPLICITY

The obligation assumed by Grupo ASUR to protect and promote human rights shall also imply that its subsidiary companies shall at all times avoid being complicit in any human rights abuses. Consequently, the companies shall not actively participate nor shall they passively benefit, directly or indirectly, from any such abuses. The Group shall not sponsor or support any activity that is intended to incur, or may result in, any violation of the human rights of any individual or group, even when the companies in the Group do not receive any benefit as a consequence. Finally, Grupo ASUR and all of its employees have the obligation to report to the competent authorities any instances of human rights abuses that they become aware of by any means.

3. FORCED LABOR

Grupo ASUR supports the elimination of forced labor in all its forms. Consequently, the companies in the Group shall not under any circumstances oblige any person to carry out activities or labor of any nature unless voluntarily accepted by the person in question, and when there is a labor contract signed by both parties or another mutual agreement that formalizes the employment relationship between company and employee, and sets forth the corresponding terms and conditions.

The companies in the Group shall not benefit from de facto forced labor schemes, such as those in which the company withholds all or part of the salary of the employee and obliges the employee to continue working in exchange for services received under obligation or coercion.

Grupo ASUR is also committed to eliminating forced labor within its sphere of influence, wherever this is possible. Consequently, the companies in the Group shall effect immediately cessation of any relationship with any third parties, be they suppliers, concession holders, contractors, or others, that benefit from forced labor. Any such cases that the companies in the Group become aware of shall also be reported to the corresponding authorities.

4. CHILD LABOR

With the aim of eliminating the exploitation of minors and to encourage children to have the opportunity to finish their education without having to dedicate their time to labor activities, Grupo ASUR promotes and supports the elimination of child labor. The companies in the Group shall therefore avoid hiring any persons younger than 15 (fifteen) years old. The companies shall also ensure that their business partners, be they suppliers, concession holders, contractors, or others, do not include any companies that benefit from child labor.



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5. PERSONAL INTEGRITY

Grupo ASUR recognizes that its employees have a right to personal integrity. Consequently, any conduct that is demeaning or detrimental to the physical or mental wellbeing of employees is strictly prohibited. Under no circumstances will corporal punishment, mental or physical coercion, and verbal abuse be tolerated, especially when any such behavior is perpetrated by a superior against their subordinate. Similarly, sexual harassment between employees of the companies is strictly forbidden and any such cases shall be subject to disciplinary action. This shall be applicable in all cases of sexual harassment in the same or different organizational levels, but especially in those cases involving the harassment by a senior employee toward a junior employee, or when this occurs between any employee or employees and any person or group of persons unconnected to the Group.

Sexual harassment is defined as any conduct constituting persecution of a victim by reason of their gender or with sexual intent. It includes inappropriate comments or gestures of a sexual nature or with a double meaning intended to offend the victim, as well as repeated sexual innuendo or unwelcome sexual advances. Cases of sexual harassment shall be considered especially serious when the perpetrator has a higher rank within the organization than the victim, in which case it shall not be necessary for the victim to have openly expressed their rejection for the case to be considered harassment.

6. NON-DISCRIMINATION

Respect for others is one of ASUR's fundamental values, and the company's employees shall therefore be obliged to observe a policy of non-discrimination on the basis of ethnicity, nationality, gender, marital

APPENDIX A

POLICY ON HUMAN RIGHTS

Title: **RESPECT FOR HUMAN RIGHTS**
 Area responsible: **CHIEF EXECUTIVE OFFICER**
 Code: **ORG-06**

status, physical ability, religion, sexual orientation, socioeconomic class, political affiliation, or for any other reason.

This policy of non-discrimination shall be applicable in all areas of the company, in recruitment and hiring, promotions, salary levels, training, and day-to-day treatment among all employees. Similarly, when carrying out activities on behalf of ASUR, employees shall not discriminate against any third parties for any such reason.

The companies in the Group shall not discriminate against persons who have been infected with the HIV virus or those suffering from AIDS. The companies may not at any time, either during the recruitment process or subsequently, require any employee to take a test for the detection of this virus, although they may encourage employees to take their own tests confidentially and with no obligation to disclose the results. As part of the companies' training programs, they may include awareness campaigns with the aims of: (i) promoting practices that may prevent infection with the HIV virus among employees of the Group; (ii) promoting acceptance of persons living with HIV; and (iii) providing information on those practices that involve a high risk of infection and those that do not. These campaigns shall be intended to support the integration of any HIV positive employee in their respective working team.

The companies in the Group shall not discriminate against pregnant employees, and at no time may an existing employee or any candidate for a vacant position be forced to take a pregnancy test. Employees of the Group shall be at complete liberty to decide when they choose to have children, and shall be afforded all of the benefits required under Mexican law, as well as any others offered by the companies.

The term employees in this context shall be understood to mean the board members, executive officers, subdirectors, airport administrators,

managers, department heads, coordinators and employees in general of Grupo ASUR.

7. FREEDOM OF ASSOCIATION

Grupo ASUR shall at all times respect the fundamental right of all of its employees to exercise freedom of association and assembly. Consequently, it shall not attempt to prevent or impede the formation of associations, unions or other groupings established to collectively represent the employees of the companies in the Group. Any such association formed shall be entitled to negotiate any labor matter on request with representatives of the management of the Group or of the companies that form part of it. Union activities among employees of the companies in the Group shall not under any circumstances be grounds for dismissal or the impairment of the working conditions of the employee, including demotion from the position occupied, reduction in the salary received, or removal of benefits, among others.

I. OBJECTIVE

To establish explicitly that ASUR recognizes the challenges we face as a company, both globally and in the different countries where we operate, and therefore the importance of aligning our strategic objectives and operations with economic growth that is environmentally sustainable and socially just and inclusive.

To assume explicitly and formally our responsibilities within the context of the social and environmental reality of the countries where we have operations, and to develop and incorporate new measures, initiatives and services that not only reduce our environmental footprint, but also contribute to the restoration of our natural resources and the construction of a fairer society.

To define and express formally the main areas that make up the sustainable development strategy of the Group.

II. SCOPE

All employees have the obligation to support, implement, and comply with this policy to make ASUR an organization that can grow sustainably together with the community.

III. POLICY

1. Our Commitment

To create value for our stakeholders and society in general through economic development based on ethical, thoughtful, transparent, and accountable practices. We recognize the importance of operating responsibly and sustainably according to nationally and internationally recognized standards, and aspire to go beyond regulatory frameworks to

achieve sustainable development in collaboration with our communities.

We understand the importance of establishing public commitments to demonstrate and report on our performance. The Group's sustainable development commitments are centered on:

- Incorporating the principles of sustainability into the organization's strategic planning processes, to ensure that they are reflected transversally across our day-to-day operations, and from the top management to operative levels.
- Incorporating the management of our environmental footprint as a fundamental part of our business philosophy. Promoting among all employees environmentally ethical behavior, as well as a sense of responsibility and the commitment to take environmentally beneficial action both inside and outside the organization.
- Conducting our business in strict compliance with national regulations in all of the countries where we operate and, when applicable, with international regulations relating to ESG (environmental, social and governance) matters.
- Working together with civil society organizations, research institutes, centers of learning, governments and the private sector to promote sustainable community development and the construction of strategic alliances.
- Investing in programs and projects that we believe will contribute to creating environmental and socioeconomic long-term improvements and permanent changes, to improve living standards in our communities.
- Adopting sustainability criteria in decision-making relating to the construction, expansion, maintenance, and remodeling of operating units, as well as in the contracting of suppliers of products and services, and in general in all decision-making throughout the value chain.
- Publishing a sustainability report on an annual basis to provide our

APPENDIX B

SUSTAINABLE DEVELOPMENT POLICY

Title: **SUSTAINABLE DEVELOPMENT**

Area responsible: **STRATEGIC PLANNING & CORPORATE GOVERNANCE MANAGER**

Code: **ORG-12**

stakeholders with information on our progress toward the objectives and commitments established.

We assume the responsibility to ensure that the commitments listed above are continually reviewed, monitored, assessed, and reported.

2. Sustainable Development Statement

Our Sustainable Development Policy is formulated as follows:

- Good corporate governance: ASUR operates its business in compliance with the principles of good corporate governance and is committed to ethics, transparency, and accountability. This includes effective governance that incorporates social responsibility into the decision-making process.
- Fair business practice: ASUR adheres to ethical conduct in all relations with other organizations, governments, suppliers, clients, investors, and in general with all stakeholders. Among other principles, this includes anticorruption practices, responsible participation in the public sphere, and respect for property rights.
- Human rights: ASUR recognizes, respects, and promotes human rights, including civil, political, economic, social, and cultural rights without exception, with special emphasis on the human rights of vulnerable groups. ASUR operates in strict compliance with the Universal Declaration of Human Rights within the organization and, whenever possible, outside of it. The company aspires to extending its sphere of influence in this regard.
- Welfare of internal and external associates: ASUR develops its operations based on the Group's policies regarding safety and security. ASUR safeguards the physical and emotional safety and security of all associates without exception. This includes ensuring safe workspaces and working tools, as well as decent working conditions, equal opportunities, spaces that are free from discrimination of any kind, and the refusal to benefit from unfair labor practices. Equally, ASUR promotes and incentivizes the human and professional development of all its associates.

• Innovation and consumer focus: ASUR recognizes and fulfils the responsibility it has toward its consumers. The term consumer is understood to mean all persons who use the results of the company's activities or who are affected by the organization's decisions, whether there is a financial transaction or not. This responsibility toward the consumer includes ensuring continuous improvement in the services offered, innovating to provide more sustainable services, providing accurate and reliable information, minimizing risks inherent in services, and safeguarding the security and wellbeing of the consumer.

• Actives participation in community development: ASUR takes an active role in the integral and sustainable development of the communities where we are present. This includes, in the first instance, recognizing the value of the community for the organization; promoting programs and projects intended to improve living standards sustainably and with special focus on vulnerable groups; ensuring respect and consideration for the origins, culture, religion, beliefs, and knowledge of each community; and building strategic alliances with other entities to achieve objectives.

• Conservation and restorations of natural resources and biodiversity: ASUR takes an active and conscious role in caring for and conserving natural resources and biodiversity, recognizes the enormous environmental value of the regions where we operate, and adopts a permanent preventive rather than reactive approach. The organization has a culture of environmental responsibility and is governed by the principles of environmental protection and preservation, from strategic planning down to the operation of the different business units.

I. OBJECTIVE

To acknowledge the environmental challenges that the world is facing and the importance of achieving a balance between the economic growth of the Group and the conservation of natural resources, and to assume the responsibility of taking an active role in protecting and restoring the environment at the local and regional levels, with emphasis on the areas where we have operations.

To expressly and formally establish the commitment assumed by the Group to manage its operations ethically, sustainably, and with environmental responsibility, with the permanent aspiration of exceeding regulatory compliance, as well as minimizing and, as far as possible, mitigating and compensating the negative environmental effects of its activities.

II. SCOPE

All subsidiaries in Grupo ASUR, and their sphere of influence.

III. POLICY

It is the policy of Grupo ASUR to act in accordance with the principles of environmental sustainability and responsibility, ensuring compliance at all times with all applicable environmental laws and regulations, and managing its day-to-day operations on the basis of the following commitments:

APPENDIX C ENVIRONMENTAL POLICY

Title: **ENVIRONMENTAL PROTECTION**
 Area responsible: **CHIEF EXECUTIVE OFFICER**
 Code: **ORG-07**

1. Conservation of Resources and Biodiversity: ASUR will develop conservation strategies for the locations where it operated, and will base its biodiversity management on the Mitigation Hierarchy (avoidance of impacts, minimization of impacts, and rehabilitation/restoration of biodiversity), in recognition of the importance that environmental conservation for the Group's continued development and growth.

2. Climate Change: ASUR will seek carbon neutrality in its operations. To this end, it will follow up on and periodically review its climate strategy with the aim of innovating and adopting new technologies to allow it to reduce, mitigate and compensate greenhouse-gas emissions. ASUR will carry out regular assessments of the risks and opportunities associated with climate change to project possible scenarios and will monitor the findings of the scientific community.

3. Energy: ASUR will priorities the transition to the consumption and production of energy from renewable sources, with the ultimate aim of obtaining all energy used in the Group from natural, inexhaustible sources.

4. Fuels: ASUR will endeavor to reduce the use of fossil fuels in its day-to-day operations, by eliminating consumption or, if applicable, replacing their use with alternative energy sources.

5. Water Resources: ASUR will carry out periodical monitoring of the state of water resources in the locations where it operates, and will adopt technologies to conserve, treat, and re-use water with the aim of guaranteeing the efficient use of this resource.

6. Waste: ASUR will develop recycling activities based on the principles of the circular economy, with the long-term goal of disposing of no waste in landfills.

For the purposes thereof, the Group is committed to:

- Establishing strategies that include: clear, measurable objectives; timeframes; the definition of roles and responsibilities; and regular, official communications on progress against each of these goals.
- Collating the data relating to our environmental indicators on at least a quarterly or, when applicable, monthly basis.
- Instilling a culture of prevention in the Group, based on the monitoring of environmental risks and opportunities, and establishing actions that prepare for any eventuality.
- Forming part of global commitments and agreements to achieve environmental goals.
- Involving employees, value chain and stakeholders in activities intended to promote environmental education and awareness, with the goal of increasing the Group's sphere of influence.
- Innovating and adopting new technologies, not only to reduce negative environmental impacts but also to create positive impacts.
- Constructing strategic and cross-sector long-term alliances to achieve environmental objectives. These alliance will be entered into with civil, private-enterprise, educational and research organizations.

- Reporting our environmental performance to our stakeholders transparently and in accordance with global standards. This information will be published in the Group's Annual Sustainability Report.



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APPENDIX D

EQUALITY POLICY

Title: **EQUALITY, DIVERSITY AND INCLUSION**

Area Responsible: **STRATEGIC PLANNING AND CORPORATE GOVERNANCE MANAGER**

Code: **ORG-13**

I. OBJECTIVE

To establish explicitly and formally that ASUR recognizes and celebrates diversity in all its forms, as we know that the continuous growth of the Group is driven by the diverseness of our workforce and an inclusive culture.

To establish explicitly and formally that ASUR recognizes the right of every stakeholder within and outside our organization to grow in an environment of respect and inclusion that guarantees equal opportunities and is free from violence, discrimination, and any other kind of harassment.

To define and express formally our commitment to the key areas that underlie our Equality, Diversity and Inclusion Policy.

II. SCOPE

This policy applies for all of the Group's activities, including all subsidiaries, with the intention to encourage all commercial partners, including suppliers, contractors, clients, and other associates to apply these equality, diversity and inclusion principles.

III. POLICY

1. Our commitment

To offer our stakeholders inclusive spaces and favorable environments to facilitate personal growth, in which gender equality and respect for human dignity are fundamental precepts. The Group is committed to encouraging diversity among our employees, as we recognize the value that this creates for the business as a whole.

In general terms, the Group's commitments regarding diversity, equality, and inclusion are centered on:

- Incorporating the principles of gender equality, promotion of inclusion and diversity into the strategic planning of the Group, with the aim that these principles are reflected in all locations and at all levels of the organization.
- Respecting the individual nature of each person. All persons within and outside the organization will be treated with dignity and absolute respect.
- Guaranteeing equal opportunities for men and women, and eliminating gender gaps wherever they may exist. It is the commitment of the Group to support the professional and personal development of women of all ages within our stakeholder groups.
- Promoting diversity, based on the recognition of and support for the multicultural nature of the areas where the Group is present.
- Contributing to the creation and development of more inclusive spaces and environments wherever the Group is able to exert influence.
- Complying with national regulations in the countries where we are present, as well as any applicable international regulations, and continuously seeking to adapt best practice concerning gender, diversity, and inclusion to the operations of the Group.
- Reporting annually on our progress toward the established objectives and commitments, which will be communicated in the Group's Annual Sustainability Report.

2. Equality, diversity and inclusion statement

Our Equality, Diversity and Inclusion Policy is formulated as follows:

EQUALITY

- Gender equality principles: ASUR promotes the fundamental human right for men, women, and children of any gender belonging to our stakeholder

groups to be afforded equal opportunities to develop their full potential. We are aware that this right is essential to contribute to a peaceful society.

- Gender perspective: ASUR operates with gender perspective in its internal processes for hiring, compensation, talent development, training, education, and leadership programs. Wherever possible, this perspective should also be adopted in analogous external processes in the value chain.
- Wages gaps: ASUR eliminates any wage gap that may exist for reasons of gender, and guarantees wage parity between women and men with the same levels of responsibility, seniority, and performance, within the same company.

- Equal opportunities: ASUR develops organization-wide mechanisms to guarantee equal opportunities in promotions and wage increases, taking into account the individual's performance.

- Sexual harassment: ASUR develops organization-wide mechanisms for the prevention, reporting, and investigation of sexual harassment of any nature within or outside the organization, as well as providing support for victims. In addition, ASUR guarantees that there will be no reprisals for victims in any reported cases. Any non-disclosure or confidentiality agreements are rendered null and void in the event of sexual harassment, unless expressly requested by the victim.

- Communication: ASUR develops campaigns inside and outside the Group's facilities to raise awareness of the importance of gender equality and the key role it plays in building a fairer society.

DIVERSITY AND INCLUSION

- Principles of diversity and inclusion: ASUR respects and communicates the inherent right of all human beings to be recognized as equals, and celebrates diversity and inclusion within and outside the Group, with the involvement of all stakeholders.

- Promotion of diversity among Group staff: ASUR promotes diverseness among its employees, and seeks to increase diversity to strengthen broad-based talent, which is the driving force behind the Group's growth.

- Culture of non-discrimination: ASUR strictly prohibits discrimination of any kind on the basis of physical appearance, culture, disability, language, gender, gender identity, age, social, financial, health or legal status, pregnancy, marital or conjugal status, religion, opinions, ethic or national origin, sexual orientation, immigration status, and in general any other personal, physical or social condition. ASUR also develops and implements mechanisms for the prevention, reporting, and investigation of cases of discrimination of any kind relating to the Group, within or outside the organization, as well as remedial mechanisms focused on the victims.

- Inclusive environments: ASUR supports the creation of spaces and environments that facilitate the inclusion of indigenous groups, people with disabilities, women, immigrants, the elderly, the LGBTIQ+ community, and in general other vulnerable groups who have often experienced exclusion.

- Equal labor opportunities: ASUR creates equal labor opportunities for people in vulnerable groups. The company also implements mechanisms to ensure this focus in process for recruitment and hiring, skills development, wage increases, and promotions. The company aims to guarantee the elimination of wage gaps with other individuals, as well as harassment in all its forms.

- Communication: ASUR develops campaigns to increase inclusion inside and outside our facilities, reflecting the diverse nature of the people that form part of the Group's employees and the communities where we are present.



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APPENDIX E ENVIRONMENTAL INDICATORS

TOTAL FIGURES		Consolidated				Mexico (9 airports)				Puerto Rico				Colombia (6 airports)			
Parameter	Unit	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)
Total water consumption (a)	m3	1,646,300	1,798,114	1,906,327	6.0%	891,669	965,555	1,001,503	3.7%	466,861	499,391	507,943	1.7%	287,770	333,168	396,881	19.1%
Total water discharged (b)	m3	1,047,458	1,271,475	1,279,745	0.7%	428,664	587,189	537,060	(8.5%)	389,129	417,844	425,409	1.8%	229,666	266,442	317,277	19.1%
Net water consumption (a-b)	m3	598,842	526,640	626,581	19.0%	463,005	378,367	464,443	22.7%	77,732	81,547	82,534	1.2%	58,104	66,726	79,604	19.3%
Total electricity consumption	kWh	176,700,753	188,068,700	195,393,534	3.9%	112,777,532	119,177,525	120,067,174	0.7%	45,139,538	50,579,356	56,150,748	11.0%	18,783,683	18,311,819	19,175,612	4.7%
	GJ	636,123	677,047	703,417	3.9%	405,999	429,039	432,242	0.7%	162,502	182,086	202,143	11.0%	67,621	65,923	69,032	4.7%
Total hazardous waste produced	kg	62,679	46,300	49,474	6.9%	12,089	12,051	10,829	(10.1%)	9,541	7,049	7,300	3.6%	41,049	27,201	31,345	15.2%
Total non-hazardous waste produced	t	10,121	11,581	10,840	(6.4%)	7,438	8,306	6,855	(17.5%)	2,004	2,292	2,524	10.1%	679	982	1,461	48.7%
Non-hazardous waste recycled	t	1,360	1,526	1,752	14.8%	966	1,076	1,009	(6.2%)	109	127	106	(16.2%)	285	323	636	96.9%
% of Non-hazardous waste recycled		13.4%	13.2%	16%		13.0%	13.0%	15%		5.4%	5.5%	4%		41.9%	32.9%	44%	
Total fuel consumption	l	1,187,457	1,101,011	957,293	(13.1%)	672,979	700,909	705,937	0.7%	223,538	186,713	183,176	(1.9%)	290,939	213,389	68,181	(68.0%)

per-passenger basis		Consolidated				Mexico (9 airports)				Puerto Rico				Colombia (6 airports)			
Parameter	Unit	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)
Total water consumption per PAX (a)	l/pax	24.8	25.5	26.7	4.9%	22.6	22.2	24.2	8.9%	45.3	40.9	38.3	(6.3%)	17.4	22.4	23.8	6.6%
Water discharged per PAX (b)	l/pax	18.7	21.8	22.0	1.2%	10.8	13.5	13.0	(4.0%)	37.7	34.3	32.1	(6.3%)	13.9	17.9	19.1	6.5%
Net water consumption per PAX (a-b)	l/pax	6.1	3.7	4.7	26.9%	11.7	8.7	11.2	28.8%	7.5	6.7	6.2	(6.8%)	3.5	4.5	4.8	6.7%
Electricity consumption per PAX	kWh/pax	2.7	2.7	2.7	2.8%	2.9	2.7	2.9	5.7%	4.4	4.1	4.2	2.2%	1.1	1.2	1.2	(6.3%)
	MJ/pax	9.6	9.6	9.9	2.8%	10.3	9.9	10.4	5.7%	15.8	14.9	15.3	2.2%	4.1	4.4	4.1	(6.3%)
Hazardous waste produced per PAX	g/pax	0.94	0.66	0.69	5.7%	0.31	0.28	0.26	(5.7%)	0.93	0.58	0.55	(4.6%)	2.49	1.83	1.88	3.1%
Non-hazardous waste produced per PAX	kg/pax	0.20	0.21	0.20	(4.7%)	0.19	0.19	0.17	(13.4%)	0.19	0.19	0.19	1.4%	0.04	0.07	0.09	33.1%
Fuel consumption per PAX	ml/pax	21.2	18.9	16.5	(12.6%)	17.0	16.1	17.0	5.7%	21.7	15.3	13.8	(9.7%)	17.6	14.3	4.1	(71.4%)



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APPENDIX E ENVIRONMENTAL INDICATORS

TOTAL FIGURES		Cancún				Cozumel				Huatulco				Mérida				Minatitlán			
Parameter	Unit	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)
Total water consumption (a)	m3	647,176	719,414	723,323	0.5%	21,055	19,838	15,872	(20.0%)	19,046	20,403	20,774	1.8%	84,902	86,495	94,931	9.8%	6,377	6,669	6,715	0.7%
Total water discharged (b)	m3	352,179	462,302	403,109	(12.8%)	17,885	17,208	18,337	6.6%	8,984	8,957	8,709	-2.8%	3,238	47,585	53,213	11.8%	2,542	4,410	3,618	(18.0%)
Net water consumption (a-b)	m3	294,997	257,112	320,214	24.5%	3,170	2,630	-2,465	(193.7%)	10,062	11,445	12,065	5.4%	81,664	38,910	41,718	7.2%	3,835	2,259	3,097	37.1%
Total electricity consumption	kWh	83,258,031	87,098,552	87,015,257	(0.1%)	2,544,503	2,679,157	2,926,062	9.2%	1,893,795	2,173,363	1,968,048	(9.4%)	11,760,727	13,820,428	14,218,604	2.9%	707,574	848,964	882,727	4.0%
	GJ	299,729	313,555	313,255	(0.1%)	9,160	9,645	10,534	9.2%	6,818	7,824	7,085	(9.4%)	42,339	49,754	51,187	2.9%	2,547	3,056	3,178	4.0%
Total hazardous waste produced	kg	3,455	5,227	5,110	(2.2%)	822	2,131	1,656	(22.3%)	1,353	563	302	(46.4%)	2,396	1,079	2,275	110.8%	392	23	139	502.6%
Total non-hazardous waste produced	t	6,768	7,574	6,205	(18.1%)	60	55	40	(26.2%)	74	89	60	(32.4%)	95	103	96	(6.7%)	6	5	10	104.1%
Non-hazardous waste recycled	t	873	971	881	(9.3%)	23	24	22	(6.2%)	9	10	10	2.8%	4	9	6	(36.1%)	2	2	3	54.1%
% of Non-hazardous waste recycled		12.9%	12.8%	14%		37.9%	43.1%	55%		11.6%	11.2%	17%		4.4%	8.9%	6%		26.5%	43.7%	33%	
Total fuel consumption	l	351,701	365,696	353,676	(3.3%)	25,369	29,126	29,120	0.0%	60,283	54,627	56,227	2.9%	47,408	44,790	55,226	23.3%	29,352	28,003	26,538	(5.2%)

per-passenger basis		Cancún				Cozumel				Huatulco				Mérida				Minatitlán			
Parameter	Unit	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)
Total water consumption per PAX (a)	l/pax	21.3	22.0	23.8	8.3%	31.7	29.3	22.3	(24.0%)	19.6	22.3	24.5	9.9%	27.6	23.5	25.7	9.0%	56.9	46.9	44.0	(6.1%)
Water discharged per PAX (b)	l/pax	11.6	14.1	13.3	(6.1%)	27.0	25.4	25.7	1.3%	9.3	9.8	10.3	5.0%	1.1	13.0	14.4	11.0%	22.7	31.0	23.7	(23.5%)
Net water consumption per PAX (a-b)	l/pax	9.7	7.9	10.5	34.1%	4.8	3.9	-3.5	(189.1%)	10.4	12.5	14.2	13.8%	26.5	10.6	11.3	6.5%	34.2	15.9	20.3	27.7%
Electricity consumption per PAX	kWh/pax	2.7	2.7	2.9	7.6%	3.8	4.0	4.1	3.8%	2.0	2.4	2.3	(2.2%)	3.8	3.8	3.8	2.2%	6.3	6.0	5.8	(3.1%)
	MJ/pax	9.9	9.6	10.3	7.6%	13.8	14.2	14.8	3.8%	7.0	8.6	8.4	(2.2%)	13.7	13.5	13.8	2.2%	22.7	21.5	20.8	(3.1%)
Hazardous waste produced per PAX	g/pax	0.11	0.16	0.17	5.3%	1.24	3.15	2.32	(26.2%)	1.39	0.62	0.36	(42.1%)	0.78	0.29	0.61	109.4%	3.50	0.16	0.91	467.9%
Non-hazardous waste produced per PAX	kg/pax	0.22	0.23	0.20	(11.8%)	0.09	0.08	0.06	(29.9%)	0.08	0.10	0.07	(27.1%)	0.03	0.03	0.03	(7.3%)	0.05	0.03	0.06	110.4%
Fuel consumption per PAX	ml/pax	11.6	11.2	11.6	4.2%	38.2	43.0	40.8	(5.0%)	62.1	59.7	66.4	11.1%	15.4	12.2	14.9	22.4%	262.0	197.0	174.0	(11.7%)



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APPENDIX E ENVIRONMENTAL INDICATORS

TOTAL FIGURES		Oaxaca				Tapachula				Veracruz				Villahermosa			
Parameter	Unit	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)
Total water consumption (a)	m3	25,869	25,770	34,179	32.6%	15,066	14,553	23,624	62.3%	35,923	36,410	45,688	25.5%	36,256	36,003	36,398	1.1%
Total water discharged (b)	m3	7,498	6,743	11,734	74.0%	5,321	5,077	5,081	0.1%	18,822	21,988	22,675	3.1%	12,195	12,919	10,584	(18.1%)
Net water consumption (a-b)	m3	18,371	19,027	22,445	18.0%	9,745	9,476	18,543	95.7%	17,101	14,422	23,013	59.6%	24,061	23,084	25,814	11.8%
Total electricity consumption	kWh	1,247,436	623,684	461,661	(26.0%)	2,874,670	2,717,745	2,886,738	6.2%	4,983,466	5,465,045	5,716,881	4.6%	3,507,330	3,750,587	3,991,196	6.4%
	GJ	4,491	2,245	1,662	(26.0%)	10,349	9,784	10,392	6.2%	17,940	19,674	20,581	4.6%	12,626	13,502	14,368	6.4%
Total hazardous waste produced	kg	515	476	423	(11.1%)	289	976	573	(41.3%)	103	1,224	220	(82.1%)	2,764	351	132	(62.5%)
Total non-hazardous waste produced	t	110	121	115	(5.1%)	58	36	34	(4.7%)	138	203	182	(10.1%)	129	121	112	(7.3%)
Non-hazardous waste recycled	t	21	30	44	48.5%	3	3	4	50.9%	14	19	21	11.5%	18	9	18	88.4%
% of Non-hazardous waste recycled		19.0%	24.6%	39%		6.0%	7.8%	12%		9.8%	9.3%	12%		13.9%	7.7%	16%	
Total fuel consumption	l	34,617	34,070	38,467	12.9%	37,140	45,139	51,820	14.8%	56,786	64,089	50,654	(21.0%)	30,323	35,369	44,210	25.0%

per-passenger basis		Oaxaca				Tapachula				Veracruz				Villahermosa			
Parameter	Unit	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)	2022	2023	2024	% change ('24 vs '23)
Total water consumption per PAX (a)	l/pax	19.8	15.2	19.1	(3.6%)	29.9	26.3	38.4	46.1%	26.9	21.9	26.7	21.8%	29.9	25.8	24.6	(4.7%)
Water discharged per PAX (b)	l/pax	5.7	4.0	6.6	14.2%	10.6	9.2	8.3	(10.2%)	14.1	13.2	13.2	0.3%	10.0	9.2	7.1	(22.7%)
Net water consumption per PAX (a-b)	l/pax	14.1	11.2	12.6	(10.9%)	19.4	17.1	30.2	76.3%	12.8	8.7	13.4	54.4%	19.8	16.5	17.4	5.5%
Electricity consumption per PAX	kWh/pax	1.0	0.4	0.3	(73.0%)	5.7	4.9	4.7	(4.4%)	3.7	3.3	3.3	1.1%	2.9	2.7	2.7	0.4%
	MJ/pax	3.4	1.3	0.9	(73.0%)	20.6	17.7	16.9	(4.4%)	13.5	11.8	12.0	1.8%	10.4	9.7	9.7	0.4%
Hazardous waste produced per PAX	g/pax	0.40	0.28	0.24	(40.1%)	0.57	1.76	0.93	(47.1%)	0.08	0.73	0.13	(82.4%)	2.28	0.25	0.09	(64.6%)
Non-hazardous waste produced per PAX	kg/pax	0.08	0.07	0.06	(23.9%)	0.11	0.07	0.06	(20.1%)	0.10	0.12	0.11	(12.5%)	0.11	0.09	0.08	(12.6%)
Fuel consumption per PAX	ml/pax	26.5	20.1	21.5	(18.9%)	73.8	81.5	84.3	3.4%	42.6	38.5	29.6	(23.2%)	25.0	25.3	29.8	17.9%



Contact

ASUR appreciates any and all comments and suggestions from our stakeholders that help us to continue improving our environmental, social and governance performance.

Corporate Social Responsibility Department

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